

# Monthly Labor Review

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JANUARY 1961 VOL. 84 NO.

1

**Working Rules in West Coast Longshoring**

**Trends and Structure of White-Collar Employment**

**Dues and Fee-Charging Arrangements of Labor Unions**

**American Labor in 1960**

**UNITED STATES DEPARTMENT OF LABOR**

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The distribution of subscription copies is handled by the Superintendent of Documents. Communications on editorial matters should be addressed to the editor-in-chief.

Use of funds for printing this publication approved by the Director of the Bureau of the Budget (November 19, 1959).

# Monthly Labor Review

UNITED STATES DEPARTMENT OF LABOR • BUREAU OF LABOR STATISTICS

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LAWRENCE R. KLEIN, *Editor-in-Chief (on leave)*

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# The Labor Month in Review

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IN MID-DECEMBER, Arthur J. Goldberg was designated as Secretary of Labor in the cabinet of President-elect John F. Kennedy. Mr. Goldberg, who had been counsel for the Steelworkers and special counsel to the AFL-CIO, resigned these posts, as well as his many other union associations, and ended his relationships with his two law firms shortly afterward. By early January, additional departmental appointments had been announced as follows: W. Willard Wirtz as Under Secretary; Jerry R. Holleman, an Assistant Secretary; George L-P. Weaver, Special Assistant to the Secretary and scheduled to become an Assistant Secretary on July 1, 1961; Charles Donahue, Solicitor; and Esther Peterson, an Assistant to the Secretary and Director of the Women's Bureau.

On December 22, outgoing Secretary of Labor James P. Mitchell was named chairman of the Presidential Commission to study work rules in the railroad industry. The other public appointees were John T. Dunlop, professor of economics at Harvard University; Charles A. Myers, professor of industrial relations at the Massachusetts Institute of Technology; and arbitrators Francis J. Robertson and Russell A. Smith.

Early in January, steel union and management officials met at the request of David J. McDonald, president of the Steelworkers, to discuss unemployment in the steel industry and agreed to a series of conferences on the subject. United Auto Workers President Walter P. Reuther suggested periodic plant shutdowns of 1 week, rather than short workweeks or layoffs in the auto industry to minimize hardships for workers and further contraction of consumer purchasing power.

Economic conditions that for the past several years have "severely affected the coal industry and have caused a large decline in the revenues of the trust fund" were responsible for reducing

the pensions of 65,000 retired soft-coal miners from \$100 a month to \$75, effective February 1, 1961, according to a statement on December 30 by the United Mine Workers Welfare Fund.

On January 1, a committee appointed by President-elect Kennedy and headed by Senator Paul H. Douglas, announced its program for economically depressed areas. Among its recommendations were an increase in the quantity and kinds of surplus foods being distributed, enactment of area redevelopment legislation, emergency extension of unemployment compensation to those whose benefits have been exhausted, and a public works program.

IN RESPONSE TO CHANGING TECHNOLOGY in their industries, an Akron local of the Rubber Workers and the oilers on diesel tugboats in New York harbor agreed to management proposals for changes in their respective collective bargaining contracts. The Rubber Workers, threatened by a prospective shutdown of an obsolescent tire plant, agreed to Goodyear's offer to put in the latest equipment and rehabilitate the plant in return for the workers' promise to operate the equipment at the same rate it could be used elsewhere. The Transport Workers Union agreement with seven railroads operating harbor tugboats will progressively do away with about 125 oiler jobs. Workers with 20 years' service may stay on the job, others must take a severance allowance ranging from 6 weeks' pay for those with 6 years' service to 50 weeks for those with 20 years who choose to leave their jobs. Smaller groups represented by the United Mine Workers and the Teamsters signed similar agreements with an eighth railroad, although there was dissatisfaction with the plan voiced by some members of all three unions.

MAJOR SETTLEMENTS occurred in the oil and trucking industries during December. The Oil, Chemical and Atomic Workers were asking 18 cents an hour in 1-year contracts, while the major producers were offering 5 percent (averaging slightly over 14 cents) in 2-year contracts. On December 16, the OCAW announced a 1-year contract covering some 9,000 employees of the Sinclair Oil Corp., with an across-the-board increase of 14 cents an hour.

The Teamsters signed contracts that will be effective February 1 with about 40 Midwest truck-

ing companies which broke away from the negotiations involving several thousand companies in 13 States. The settlement called for a 28 cent-an-hour wage increase over the 3 years of the contract, plus other benefits. The contracts provided for a study of the moving of truck trailers by rail, ship, and plane. If no agreement is reached on these practices by February 1, 1962, the companies are to pay \$5 to the union pension fund for each trailer hauled in such a fashion.

On January 3, the United Hatters, Cap and Millinery Workers and the Eastern Women's Headwear Association negotiated an agreement covering 12,000 millinery workers in New York City. The 2-year contract, subject to ratification by union members, provided two increases totaling \$5 a week for weekly workers and 5 percent for piece workers.

Getting set for spring negotiations on maritime contracts that will expire in 1961, eight unions called together by the Marine Engineers' Beneficial Association in late December formed the National Committee for Maritime Bargaining for mutual assistance in negotiations, and on December 14, one of the remaining independent engineers unions, the Tanker Officers Association on the West Coast, voted to affiliate with the MEBA.

FURTHER CONSOLIDATION of the postal unions was accomplished on January 7, with the agreement of the National Federation of Post Office Clerks and the National Postal Transport Association to merge and form the United Federation of Postal Employees. If the merger terms are ratified, the new organization will have a membership of about 160,000.

Other union developments during the month included the forming of a new airline by pilots, all members of the Air Line Pilots Association, who have been on strike against Southern Airways since June 5. The new carrier, Superior Airlines, has an "air taxi" certification from the Federal Aviation Agency and intends to serve some of the cities now taken care of by Southern.

The Steelworkers union announced late in December that Donald C. Rarick, opponent of steelworker President David J. McDonald in the 1957 union election, had failed to obtain the necessary nominations by 40 local unions to run in the February 1961 election. McDonald will therefore be unopposed.

Future mergers in the railroad industry, several of which are in various stages of consideration, will be opposed by affiliates of the Railway Labor Executives Association. The association asserted in a statement on December 25 that "while the pending railroad merger movement benefits primarily the few financial interests which dominate the railroad industry, its consummation would have numerous adverse effects upon the industry itself, the employees of the industry, hundreds of communities throughout the Nation, and upon the national economy as a whole." A. E. Lyon, Executive Secretary of the RLEA, said that the unions would continue to oppose mergers until "adequate safeguards are enacted into law."

Earlier in the month, the Brotherhood of Maintenance of Way Employees had lost a suit against the Interstate Commerce Commission for job protections which it claimed are required by law in the Erie and Lackawanna Railroads merger that took place in October.

On December 8, the presidents of the Brotherhood of Railway Trainmen (200,000 members) and the Order of Railway Conductors and Brakemen (25,000) approved a merger of their unions, subject to ratification by the membership. William P. Kennedy, president of the BRT, is to be president of the new organization which will retain the Trainmen name.

The U.S. Supreme Court on January 9, 1961, upheld a decision of the second circuit Court of Appeals which refused to enforce a National Labor Relations Board order directing Radio and Television Broadcast Engineers Local 1212, International Brotherhood of Electrical Workers, to end a strike for the purpose of compelling the Columbia Broadcasting System to assign disputed work to its members, because the Board did not affirmatively allocate the work to one of the competing unions. The NLRB had long construed section 10(k) of the Taft-Hartley Act as not requiring such a determination.

Compensation to survivors of the 48 killed and to the 300 injured in the U.S.S. *Constellation* fire on December 19 in the Brooklyn Navy Yard was estimated to go as high as \$5 million, according to Secretary of Labor James P. Mitchell. Benefits are paid under the Federal Employees Compensation Act from Labor Department funds to be repaid by the Navy.

# Working Rules in West Coast Longshoring

**EDITOR'S NOTE.**—In August 1959, Max D. Kossoris, the director of the Western Regional Office of the Bureau of Labor Statistics and the author of the following article, was asked by the Pacific Maritime Association to develop a man-hours measurement system to meet the requirements of the collective bargaining agreement just then concluded with the International Longshoremen's and Warehousemen's Union. It was understood that he would have to work closely with both union and employers. Although he was employed by the PMA, his appointment was submitted to and approved by the ILWU.

During the year he spent in developing a measurement system, Mr. Kossoris had free access to both materials and discussions which normally are of a privileged character. He was an observer at most of the negotiations on the agreement concluded in October 1960. Within the framework of his assignment, he frequently discussed the great variety of problems involved with both union and management officials. Because of his desire to protect the privileged nature of materials and discussions, the author submitted the manuscript of this article to officials of both the PMA and the ILWU. The author accepted their criticisms, but he takes full responsibility for the analysis and conclusions presented here.

A MILITANT EMPLOYER ASSOCIATION and a militant labor union in the West Coast shipping industry have evolved a novel solution for the troublesome problem of restrictive working rules that may be far reaching in its ultimate effects. The employer—the Pacific Maritime Association (PMA)—regains a high degree of freedom to manage its operations efficiently and establishes its right to introduce laborsaving machinery. The union—the International Longshoremen's and Warehousemen's Union (ILWU)—gains sizable payments, running into millions of dollars, as its "share of the machine" and the assurance of security and a "better deal" for its longshore members.

The agreement, which was hammered out in 5 months of negotiations ending in October 1960, culminated 4 years of discussion between the PMA and the ILWU. The union agreed to abandon most of its restrictive practices as well as its historical resistance to mechanization. In exchange, the industry agreed to pay into a jointly managed fund \$5 million a year for 5½ years. At the end of that period, negotiations will decide the next step.

To understand the significance and meaning of this achievement, it is necessary to take a brief look at the industry's recent labor history and its current setting.

## Before the "New Look" in 1948

The ILWU (then a part of the AFL International Longshoremen's Association) gained formal employer recognition as a result of the general strike of 1934, which followed years of exploitation and abuse of longshoremen by their employers. The bitterness which had characterized the industry carried over into the subsequent employer-union relationship. The employers did their best to break the union, and the union retaliated just as militantly. The years which followed were among the stormiest in U.S. labor history. Between 1934 and 1948, the West Coast had over 20 major port strikes, more than 300 days of coast-wide strikes, about 1,300 local "job action" strikes, and about 250 arbitration awards.<sup>1</sup> It

<sup>1</sup> Betty V. H. Schneider and Abraham Siegel, *Industrial Relations in the Pacific Coast Longshore Industry* (Berkeley, University of California, Institute of Industrial Relations, 1956), pp. 2-3.

seemed that the warring parties could settle nothing between themselves but had to depend on arbitrators and government commissions to make their "agreements" for them.

This situation persisted until 1948, when a bitter 95-day strike ushered in a period of relative calm. There have been no major strikes since 1948, and it is a tribute to the leadership on both sides that the ILWU and the PMA were able by 1959 to agree on a new approach to the troublesome problem of restrictive working rules. This improvement in the climate of industrial relations was achieved through a complete change of approach and leadership by the employers. The leadership of the ILWU, spearheaded by Harry Bridges, remained essentially unchanged. Much of the current attitude of the employers is due to the leadership of J. Paul St. Sure, an outstanding negotiator in the San Francisco Bay area and, since 1952, the president of the PMA.

Severely restrictive working rules were developed in the industry during the period of active warfare between 1934 and 1948. Before going into these, however, it is important to understand the employer-employee relationship. Employers may obtain longshoremen only through hiring halls supported and operated jointly by the union and management.<sup>2</sup> No longshoreman may work steadily for an employer. He reports to the hiring hall, where a union-elected dispatcher fills employer requests by sending a gang to load or unload a ship. When the longshoreman has finished the operation on this ship, he goes back to the hiring hall for his next assignment. The dispatcher tries to equalize the earnings of the men by giving priority to men with low hours. To enable him to do this, the PMA (which acts as a central pay office in each port) supplies him with weekly payroll listings showing the cumulative hours of each man. But the longshoreman is not obligated to accept the dispatcher's assignment for his gang: In some ports, he may pick and choose; in others, he goes to the bottom of the priority list when he refuses the assignment.

The 15,000 class A fully registered longshoremen (and clerks) who are ILWU members are considered the industry's basic labor force and have first choice on available jobs. If not enough are available to fill requirements, the dispatcher assigns class B longshoremen, from whom the

register of class A men is filled when necessary, but who, until so selected, are not considered part of the "regular labor force" and are not admitted to ILWU membership. And if these are insufficient, casual workers are assigned. While there are nearly as many class B and casual workers as there are class A men, the first two groups accounted for only about 14 percent of all man-hours worked in 1959. Casuals are also not regarded as part of the regular labor force.

The significant fact is that the union has almost complete control over the longshore labor force on the West Coast. The longshoreman must look to the union for his job, and thus his complete loyalty is to the union, not to any employer. An employer cannot maintain a permanent longshore work force even if he could provide steady employment; instead, he has to work with constantly changing gangs. Nor has he any choice about the men he gets; he takes what the dispatcher sends.

*Restrictive Rules.* One of the irksome rules to employers is the double handling rule which prevails in most ports. Under this rule, cargo must touch the "skin of the dock" before someone other than a longshoreman may handle it. When a pallet load comes out of the hold of a ship and is set down on the dock, a teamster may not load it from the pallet onto his truck. The longshoremen first unload the cargo onto the floor of the dock; then the teamster may take it.

The same rule holds for unloading from the truck onto the dock. The teamster must place the cargo on the floor of the dock; then the longshoremen will load it on a pallet to be taken into the ship's hold.

Another important restriction is the load limit. With few exceptions, the weight of the load that may be hoisted into a ship, or out of it, is restricted by specific contract language. The maximum load is approximately 2,100 pounds per pallet. Loads palletized off the dock<sup>3</sup> are "skimmed" down to 2,100 pounds by the longshoremen when the pallets appear to carry more than the specified

<sup>2</sup> The hiring hall procedure, won in arbitration in 1934, was a major issue in long strikes in 1934, 1936-37, and 1948. See Betty V. H. Schneider, *The Maritime Industry* (in a special section on Labor and Labor Relations on the West Coast, *Monthly Labor Review*, May 1959, pp. 552-557).

<sup>3</sup> For certain types of commodities, the shipper is permitted to "unitize" his loads, i.e., treat the load as a single unit.

load limit. Employers claim that there is no reason why much heavier loads could not be carried safely. The union's contention is that this limitation is necessary to protect the men in the ship's hold from "speedup" and overwork.

Perhaps the most costly rule is that governing the size of the longshore gang. Each major port has its own rules, negotiated locally by the respective ILWU local and the PMA. Employers maintain that frequently the stipulated gangs consist of more men than are needed. This seems to be borne out by the customary use in some ports of the "four-on four-off" gang, i.e., of the eight men required to be in the hold of a ship, four are working while four are resting. To employers, this means that a longshoreman in the hold actually works 4 hours for 9 hours' pay.<sup>4</sup>

The union readily acknowledges that these rules were developed to provide more work and to lighten the work for the men. For years, the contract between the shipping companies and the union has contained a prohibition against "speed-up" and has called for "safe operations." These safety provisions have been partly the "justification" for the skimming of shipper-built loads to 2,100 pounds.

Employers have repeatedly protested what they term "the progressive and substantial deterioration of longshore productivity," but to no avail. They either abided by the rules or their ships were not worked. Significantly, they apparently lacked the necessary factual data to prove their case before arbitrators or governmental investigators or commissions. Nor was there enough cohesion among the employers, with widely varying interests, to sustain a solid front long enough to get results. Sooner or later one of them gave way, and the opposition to union demands caved in.

### Change in Union Strategy

After 1948, however, the climate changed. The union's restrictions remained in force. But union leadership was not unmindful of the fact that high labor costs were driving a considerable volume of coastal and intercoastal cargo to rails and trucks. They also realized that changes in operating

procedures were creeping up on the union, slowly but surely, and that the union was losing ground.

In 1957, a union caucus, consisting of delegates elected by the locals to determine union policy, faced the issue squarely. And it came to the conclusion that it was best to try to work out a solution under which the longshoremen would gain rather than lose. In an amazingly frank document summarizing the conclusions of the caucus, the union discussed the various facets of the problem and decided to give up its holding actions and guerrilla warfare provided it could participate in the resulting gains to the industry. In a subsequent memorandum to the PMA, dated November 19, 1957, the union proposed to engage in discussions with the employer group and listed the following mutual objectives:

1. To extend and broaden the scope of cargo traffic moving through West Coast ports and to revitalize the lagging volume of existing types of cargo by: (a) encouraging employers to develop new methods of operation; (b) accelerating existing processes of cargo handling; and (c) reducing cargo-handling costs in water transportation, including faster ship turnaround.

2. To preserve the presently registered force of longshoremen as the basic force of the industry and to share with that force a portion of the net labor cost saving to be effected by the introduction of mechanical innovations, removal of contractual restrictions, or any other means.

But these aims were not to be accomplished by individual speedup, breaching of legitimate safety rules and codes, or indiscriminate layoffs. The union also took this opportunity to signal a goal it wanted to accomplish in the future—"to reduce the length of the present longshore work shifts."

In later memorandums, the union spelled out its concept of its share of the savings. For every man-hour saved, the union wanted pay for 1 hour at the straight-time rate. At the time of the 1959 agreement, this would have amounted to \$2.74 per hour. The employer's gain, the union pointed out, would be the difference between this rate and the actual average labor cost to the employer after the inclusion of overtime and penalty pay and the cost of pension and welfare benefits (about \$4.05 per hour).<sup>5</sup> Even more important would be the faster turnaround of ships, with the cost to the steamship company of each day in

<sup>4</sup> He is paid time and a half for overtime after 6 hours and usually works an 8-hour day.

<sup>5</sup> Under a wage reopening of the 1959 agreement, straight-time pay went to \$2.82 and the total labor cost to about \$4.15 per hour in June 1960.

the port estimated to be between \$2,000 and \$5,000.

The difficulty with this concept was the lack of any kind of system for measuring time saved and the lack of data on which such a system could be built.

### The 1959 Understanding

To make some progress in the desired direction, the PMA and the ILWU entered into the remarkable agreement of 1959. For a payment of \$1½ million, the union agreed to go along with any and all mechanization during the 1959-60 contract year; but all restrictive rules were to remain in full effect. The 1958 fully registered work force was to be maintained, subject only to natural attrition—i.e., deaths, retirements, and dropouts. The employers, in addition to the right to mechanize without fear of reprisal by the union, bought a year's time during which to develop a measurement system accurately determining the man-hours saved.

This was the initial step. The ultimate objective was stated to be:

To guarantee the fully registered work force a share in the savings effected by laborsaving machinery, changed methods of operation, or changes in working rules and contract restrictions resulting in reduced manpower or man-hours with the same or greater productivity for an operation.<sup>6</sup>

This objective went far beyond mechanization. It included—on the basis of the cited language—*any* change that resulted in greater productivity, regardless of how it was brought about. The union clearly recognized that restrictive working rules were part of that picture. The agreement also was silent on what the union was to get as its share of the savings. This was to be left to later negotiations when the measurements would indicate the size of such savings. Then the parties would know what they were bargaining about.

*Measurement and Gain-Sharing Concepts.* In August 1959, the PMA asked the author to take a year's leave of absence from his post in the Bureau of Labor Statistics of the U.S. Department of Labor to develop an acceptable measurement system. The system had to meet not only the varied complexities of the cargo-handling industry but also a number of other requirements. It had to

be easily understandable by the industry and the longshoremen; it had to be practical; and most of all, it had to be acceptable to both employers and the union. While the union's price for the man-hours saved could be disputed and bargained out by the parties, the number of man-hours involved had to be accepted by both sides as accurate. And that meant the union had to be convinced that the measurement method was sound and objective.

Building on discussions in earlier years—in some of which he had participated as a technical consultant—and incorporating what appeared to be ideas generally accepted by both sides, the author developed the broad outlines of the measurement concept. These may be summarized as follows:

1. Each steamship company would be responsible only for the gains made in its own operations. Payments into the fund to be set up would be in direct proportion to the company's total net gains. Net gains would be gains for the company's entire West Coast operations, with losses in some ports, if any, offsetting gains in others.
2. Computations, of necessity, were to be built on major cargo items or groupings because the man-hours required per ton varied by commodities.
3. Measurements would be in terms of weight-tons and man-hours so as to provide uniform yardsticks.
4. The method of measurement would compare longshore performance during a specified period with an identical period in a base including 1 or more years.
5. For each quarter of the year, the computation for each steamship company would entail a measurement of man-hours actually required to handle all of its cargo, compared with the number of man-hours that would have been needed to handle the identical cargo under the performance rates (i.e., man-hours per ton) of the base period. The difference between the two would measure the man-hours gained or lost.
6. Insofar as possible, the measurement system had to permit separate measurements for each of the restrictive practices given up. (This at first seemed to be unnecessary under the broad language of the 1959 agreement; it also appeared extremely difficult. Later, however, practical solutions were developed to permit the measurement of savings for nearly every one of the restrictive practices.)
7. Savings would be measured by comparing identical seasons so as to rule out, as much as possible, the effects of weather and of seasonal changes in cargo mix in the large miscellaneous group of "general cargo." At the same time, 3 months was considered a long enough period to permit other variables—such as trucking distances on the dock or

<sup>6</sup> Memorandum of Understanding Between Pacific Maritime Association and International Longshoremen's and Warehousemen's Union, signed August 10, 1959. The full text of this section of the agreement was reproduced in the October 1959 issue of the Monthly Labor Review (pp. 1108-1109).

difficulties of stowing in the hold of the ship—to average out.

8. By necessity, 1960 would have to be the first base year because the industry had no earlier data on which to build. Thereafter, the base period could be negotiated.

It was clearly recognized also that with only a few companies ready to move ahead with mechanization, most of the gains to employers would have to come from their greater freedom of operation with the removal of restrictive rules.

The essential requirement obviously was the development of a uniform reporting system, tailored specifically to the operations and reporting capabilities of the industry. But accounting practices varied widely among both steamship companies and stevedores, the labor contractors for the steamship companies who hire the longshoremen through the hiring hall and who supply the equipment and know-how for cargo-handling operations. Many stevedores operated on a "cost plus" basis, or close to it, and consequently had no particular reasons for wanting man-hours curtailed or for wanting a uniform reporting system. Many of them considered their payroll data "confidential" and would not make them available to anyone outside the firm. But specific orders from the steamship companies made the stevedores part of the reporting system. Reasonable accuracy and uniformity were assured with the issuing of detailed instructions, conferences, careful editing, and persistent followup—and the use of experienced monitors in each major port. These monitors helped the stevedores and steamship companies to comply with instructions, but they also served as a check on the promptness and accuracy of reports. The reporting system got underway rather slowly with the beginning of 1960; but by the middle of the year, the PMA had achieved nearly complete reporting of cargo loading and unloading operations on the West Coast.

The difficulty the stevedores had in adjusting to this system should not be underestimated. For most of them, the required data were not readily available. Cargo traditionally is measured in revenue tons—that is, weight or volume, whichever is greater. Special arrangements were necessary in many instances to make the required weight tonnage data available from the steamship companies' records. Again, longshore time usually was measured in gang hours, although the composition of gangs varied for different commodities and

operations. Most difficult of all was the matching of longshore man-hours on the dock and on the ship with the specific commodities being handled, because this required reasonably accurate time-keeping. And finally, the compiling of reports involved additional cost and usually additional office staff.

### 1960 Negotiations

Both the union and the PMA knew that, under this measurement system, the first possible comparison would be that for the first quarter of 1961 with the first quarter of 1960. Consequently, the ILWU proposed in April 1960 that the "measurement time" be extended for another year. As in the preceding year (1959-60), the industry could continue to mechanize, but all restrictive rules would continue in force. For this, the union asked the employers to pay \$3 million into the mechanization fund.

Again the union did not spell out what it wanted as its share of the gain. But in the April 1960 caucus in which the union's demands were formulated, the union had decided what to do with the "mechanization fund" of \$1½ million. It would be used for a guaranteed annual wage and for early retirement. Looking ahead, the union realized that both of these might become essential under greatly improved operating techniques of management.

During the first bargaining session on May 17, 1960, the ILWU's negotiators were surprised to learn that the employers were no longer interested in the sharing of gains. Instead, the employers' position was: How much will it cost us to get rid of the restrictive rules and to get a free hand in the running of our business?

Behind this shift in the employers' position was a significant and interesting change in thinking. During the preceding 2 years, the "sharing of gains" concept was generally accepted, although with at least one important defection. It seemed a reasonable and equitable way out of the bind of restrictive rules, and it promised far-reaching benefits. But early in 1960, the men running some of the larger steamship companies reversed their thinking. To permit the union to share in gains was considered an invasion of management's prerogatives and consequently was completely unacceptable. Management decided to "buy out"

the restrictive practices and labor's opposition to mechanization. The problem was the price.

The employer and union negotiators proceeded from very different starting points. In exchange for a free hand, management offered a guaranteed wage that would protect the longshoremen against lost work opportunity. To the union, this was completely unacceptable. Conceivably, cargo might increase in volume so that no longshoremen would lose work; and then the union would get nothing for giving up its restrictive rules. The union's position was: We'll give up our rules, for a price; but we set a high value on our rules because we think the companies will gain millions of dollars.

Subsequent negotiations—which stretched out until the ground rules of the 1960 agreement were settled on October 18, 1960—revolved around the questions of how much and what for.

### The 1960 Agreement

The 1960 agreement provides the answers. Under it, management will have a fairly free hand, although some restrictions will remain. The pertinent provisions may be paraphrased and summarized as follows:<sup>7</sup>

1. Employers shall not be required to hire unnecessary men. This includes the right to stop using the four-on and four-off practice or variations of it.
2. The slingload limit shall remain unchanged for loads built by longshoremen as long as the method of operation remains the same as it was at the time the slingload limit was negotiated. But when operations change, the employer shall be the judge of what the weight shall be—provided he stops "within safe and practical limits and without speedup of the individual." Any disagreements are to be settled through the established grievance machinery and without a work stoppage. Loads built by other than longshoremen may be skimmed or not—as ordered by the employer.
3. There shall be no multiple handling. The skin of the dock concept is abolished through a provision that this requirement is to be considered satisfied when the loaded pallet board is set on the dock. This will permit teamsters to load directly from pallet to truck and unload from truck directly to pallet.
4. The minimum size of a gang in the handling of break bulk cargo (i.e., cargo handled as cartons, bags, boxes, etc.) is specified for both loading and discharging operations. These requirements usually are below present practice. The employer may add more men as he finds necessary. Furthermore, he has greater freedom in shifting men around.
5. When new methods of operation are introduced, the

employer is to discuss the proposed manning with the union. But if agreement cannot be reached, the employer may proceed as he sees fit and the union may seek redress through the grievance machinery, with arbitration as the last resort. This provision appears also to cover mechanization, and particularly the use of large containers and vans.

6. As payment for this freedom, the employers are to establish a jointly trusted fund. This fund is to include the \$1½ million already accumulated on the basis of the 1959 agreement. In addition, the employers obligate themselves to pay \$5 million a year for the next 5½ years—i.e., until June 15, 1966.

7. The fund shall be divided into two parts:<sup>8</sup>

a. All presently fully registered longshoremen and clerks are guaranteed payment for a specified number of straight-time hours per week.<sup>9</sup> But the guarantee becomes operative only when work opportunity has been reduced because of the new contract provisions and not when tonnage declines because of curtailed "economic activity."

b-(1). All presently fully registered men are entitled to a payment of \$7,920 upon reaching age 65 with 25 years of service as a fully registered longshoreman. If a presently fully registered longshoreman dies before completing 25 years of service, the agreement provides for a substantial payment to his family. Similarly, remaining unpaid benefits are payable if a retired longshoreman dies. In other words, the longshoreman has a vested right to the payment. (The right starts after 15 years of service and is fully vested after 25 years.)

b-(2). The longshoreman may choose voluntary retirement at ages 62, 63, or 64, provided he has 25 years of service as a class A registered longshoreman. He will be entitled to \$220 a month for 36 months, or \$7,920. (The \$220 was arrived at by rounding the sum the longshoreman with 25 years of service receives upon normal retirement: \$119 from social security and \$100 from the industry's pension fund.) Any portion of the \$7,920 unpaid when the retired longshoreman actually shifts over to social security and the pension fund must be paid as part of the worker's "vested right."

b-(3). Retirement can be made compulsory at 64, 63, or 62 years of age with respectively 24, 23, and 22 years of service. The payment due the man will be \$320 per month for 36 months. (The extra \$100 above \$220 is to make the compulsory retirement less unpalatable; it will be dropped from the amount which may be outstanding

<sup>7</sup> Memorandum of Agreement on Mechanization and Modernization, October 18, 1960 (PMA); see also *The Dispatcher*, published by the ILWU, October 21, 1960.

This agreement supplements the basic agreement, which covers wages, hours, welfare, pensions, etc., and which was extended to June 30, 1966, with provision for annual reopenings on any of its terms except pensions.

<sup>8</sup> The benefits provided in the agreement were not negotiated individually. The agreement incorporates them by reference to "union draft of October 4, 1960" and states specifically: "the amounts of such benefits to be determined by the union." Benefits will begin after ratification of the agreement by the union membership at a date to be set by the trustees of the fund.

<sup>9</sup> The agreement does not specify the number of hours per week or the number of weeks per year. This will be left to the trustees' decision. (See preceding footnote.) The union speaks of 35 hours per week in its own publications.

when the man reaches age 65. At that point, the outstanding payments will be the same as for a man retired voluntarily.)

(A man may retire at age 65 if he has 25 years of service. He must retire at 68 if he has that much service. If he lacks years of service, he may stay on until he accumulates 25 years regardless of his age. This explains the employment of some men in their seventies and even eighties.)

8. In the event of a union-caused work stoppage in violation of the agreement of October 1960, the employer obligation may be reduced by as much as \$13,650 per day, the average daily cost of the employers' total obligation for a year. Up to this limit, "the parties shall agree as to the amount to be abated on a daily basis in each instance of failure, refusal, or stoppage, whether on a coastwide, area, or port basis, and failing such agreement, the coast arbitrator shall make such determination."

The ILWU caucus, which watched the final "gold fish bowl" negotiating sessions, accepted the agreement.<sup>10</sup> But the agreement will not become operative until the rank and file of the union accepts it by majority vote.<sup>11</sup> Union leaders see a tough selling job ahead because they realize that the men will resist the introduction of rapid change despite the assurance against layoffs. If approved, the agreement will become effective with the beginning of 1961.

The agreement enumerates the main points accepted by both sides. But much more remains to be done to settle pertinent details, such as those relating to the guaranteed wage and all its ramifications. There also remains the difficult problem of how to balance out areas of future oversupply and undersupply of labor, as well as a good many others. In all likelihood, the grievance machinery will be used extensively to hammer out solutions for troublesome problems, and arbitrators will be busy for years working out the common law of collective bargaining in this industry.

### Analytical Comments

The 1960 agreement runs until June 1966. The lifting of the restrictive working rules and the abandonment of resistance to mechanization automatically are limited by the expiration date of the contract. So are the payments of \$5 million per year by the employers. As each side is busy with plans for carrying its performance to

the levels of success it envisages, little has been said yet about the steps that probably will be logical sequences to the present development. But to the economist who has studied the industry and has had the privilege of listening to the negotiating sessions and discussing a large range of problems with both employer and union officials, some "crystal ball gazing" and observations of likely future developments may be permissible. It must be emphasized, however, that these observations are the author's and that they may not be shared by either the PMA or the ILWU.

*Effect of Increased Productivity on Labor Force.* If a substantial increase in longshore productivity develops, as expected, from management's greater freedom to manage, it will have a decided impact on the labor force required. Unless the volume of cargo increases sharply, the labor force will be reduced.

But it is doubtful that the impact will be severe for the presently fully registered longshoremen. To start with, the 1,200 class B longshoremen and the 10,000 casuals form a cushion that can provide up to about 4 million of the 30 million man-hours required each year. Even though some class B longshoremen and casuals always will be necessary for the handling of cargo peaks, a good portion of their man-hours—perhaps 3 million—can go to the class A group, which is given preferential treatment in the hiring halls.

So far, neither the employer group nor the union has a good measure of what the modernization program will mean in terms of man-hours saved. No one knows how fast and how far the program will move. Estimates of the reduction of man-hour requirements have gone as high as 35 percent by the end of the agreement's term. Where mechanization can be used effectively, as in the bulk handling of grain, sugar, etc., the reductions in man-hours required—and consequently the demand for longshoremen—may be even more drastic. But many of the industry's cargo-handling operations do not lend themselves to extensive mechanization. In these situations, man-hour savings will have to come from the lifting of restrictive working rules. For the industry as a whole, with gains varying widely between individual shipping companies for a variety of reasons, it probably is not unreasonable to expect a suc-

<sup>10</sup> About 95 union delegates brought in for a union caucus watched the last 2 weeks of negotiations.

<sup>11</sup> In early 1961, it was announced that 28 of the 29 ILWU locals had accepted the agreement by a vote of 7,882 to 3,695.

cessful program to yield an improvement of 25 percent or better over the next 5 years. After most of the class B longshoremen and the casuals have been eliminated from the industry, how will the rest—about 15 percent—of the cut in man-hours be absorbed?

One avenue is natural attrition. The longshore labor force now shrinks by about 4 percent a year because of deaths, retirements, and dropouts. Another avenue is the earlier retirement provided for in the agreement.

But if all of these reductions prove inadequate, the union may hold a final trump card: The reduction of the daily work shift hours. As far back as 1957 the union indicated this as one of its objectives. If the available total man-hours shrink to the point that the remaining labor force is underemployed, the union may well ask for a reduction in daily hours from 8 to 7 and later to 6. A cut from 8 to 6 would mean a reduction of 25 percent in available man-hours. This, together with natural attrition and early retirement, should be more than adequate to meet increases in productivity—and to keep union membership at a level acceptable to the union.

*Total Cost of New Contract to Employers.* Although the publicity released by both the PMA and the ILWU clearly indicated that the payment of \$27½ million into the jointly trustee fund was to cover the next 5½ years, i.e., until June 1966, somehow the public gained the impression that this amount represented the ultimate cost of managerial freedom in this industry. This impression is in error. The \$27½ million plus the \$1½ million already available are only the first step. The logic of the situation requires further payments for continuing this freedom beyond 1966.

A quick calculation will show why this is so. If every one of the 15,000 class A longshoremen presently employed is entitled to \$7,920 upon retirement after 25 years of service (the count of years of service starts with the time the man became fully registered and not with the running of the agreement), then the total maximum amount required to pay each man for his "vested right" would amount to about \$119 million. During the next 5½ years, the fund will take in \$27½ million. This, with the \$1½ million already accumulated, will yield \$29 million. Even if the \$119 million

required is reduced to \$100 million by allowing for lapses due to dropouts, to lower payments in case of early death, and to earnings on investments, the total fund will still be about \$70 million short of the sum necessary to discharge completely the vested right obligation. It is extremely unlikely that the fund will stop payments in the agreed amount per man when the \$29 million is exhausted.

The inescapable conclusion is that at the termination of the present agreement, another agreement will be necessary for further payments into the fund. Because of the fairly advanced age of a substantial portion of the present work force (the present median age is about 49½ years), the heaviest drain on the fund will come within the next 10 years. Thereafter, perhaps \$3 million a year will be adequate to discharge this obligation. But this can go on for 20 or more years, until all of the presently registered work force is retired. (Both the industry's and union's negotiators are aware of this problem.)

*New Additions to Labor Force and the Vested Right.* Although the immediate problem for the industry will be one of labor force curtailment, eventually new men will have to be added to keep the force at a required level. Can such men be refused the vested right benefit? Theoretically, yes; practically, no. It will likely be difficult for the union to refuse a new man this benefit while the man working alongside him is entitled to it. From the employer's point of view, such discrimination would seem logical because the payment to the presently registered man is for giving up his rights to the restrictive rules. The new man will never have had such rights. It may well be that when the employers request additions to the regular labor force after the present agreement has run out, the union will agree only on condition that the vested right benefit is extended to all newcomers. If the employers agree, the vested right benefit may be extended to all fully registered longshoremen—and indefinitely.

*Added Labor Cost of the Vested Right Benefit.* Based on the 30 million man-hours now worked annually by the entire longshore labor force—i.e., class A, class B, and casuals—the present employer commitment of \$5 million per year comes to about 17 cents per man-hour. As man-hours decrease,

this hourly cost will rise. If total man-hours are reduced 25 percent, this cost will rise to 22 cents per hour. (This will be in addition to present supplementary wage costs of pensions, vacations, and welfare, as well as any wage increases that may be negotiated under the annual reopening provision.)

But employers consider this newly won freedom to manage as they see fit—or reasonably so—as easily worth this additional cost. Not only are they hopeful that their savings will offset the cost, but also they calculate the actual increase in labor cost at considerably less than 17 cents. The longshoremen's wage increase this year, the PMA reasons, was 8 cents per hour. At the same time, the warehousemen—the other component of the ILWU—won a wage increase of 21 cents per hour. If this is accepted as the wage increase the longshoremen could have won had they really tried for it, then the difference of 13 cents represents the union's "waiver" in anticipation of a "good deal" for the mechanization and modernization fund. Not only did the employers keep the 13 cents out of the permanent wage structure, but also they reason that this 13 cents is a proper offset against the added labor cost of 17 cents for the new vested rights benefit. The difference between the two—4 cents—therefore is the net cost of this benefit. And for a cost of 4 cents—or even 9 cents, as man-hours are reduced—the newly won freedom is regarded as a good bargain.

No decision has yet been made by PMA how the \$5 million is to be levied on the employer group. It could be done in several ways. But if the cost is assessed on a flat man-hour basis so that every steamship operator pays a fixed amount for every man-hour he uses, then disparities will develop between the steamship companies. The company that cannot improve its operations as much as others—whether because it cannot mechanize as much or as rapidly or because of its type of trade—will bear a proportionately larger burden than the company that can cut back on its man-hour requirements quickly. The latter not only will have greater savings because of higher efficiency but will also save on its man-hour assessments. It should be repeated, however, that although the man-hour assessment offers the easiest solution, other methods of assessment are possible.

*Buying Out Restrictions vs. Sharing of Savings.* In a real sense, the employers' agreement to pay \$5 million a year represents a sharing of savings. The employers' promise to pay is conditioned on the expectation that the man-hour savings will be large enough not only to defray the annual payment but also to leave something for themselves as well.

But the difference between buying out the restrictive rules (including the resistance to mechanization) for a fixed sum and the earlier concept of paying for man-hours actually saved basically is that the latter rests on a specific measurement. Under the sharing of gains concept the man-hours would have had to be saved before any payment was due, and the payments would have been in direct proportion to the hours saved. If the union had wanted the fund to grow and to provide the sums necessary to pay for the vested right benefit and the guaranteed wage, then it would have been incumbent upon the union to cooperate freely to bring about savings of the necessary magnitude. If the union had held back, it would have kept money out of the fund. If longshoremen had hung back in any port, they would have deprived not only themselves but all other registered longshoremen as well of money that otherwise would have been available for benefits. Consequently, the union would have been under considerable internal pressure to make the modernization program a success everywhere on the West Coast. It is not inconceivable that the union might even have taken the initiative in introducing or suggesting changes.

Under the buying out procedure, the pressure on the union is external. The union has no interest in augmenting savings to employers because its share of the savings—whatever these may amount to—is set at a flat \$5 million a year. The pressure on the union is the fear of the abatement penalty. Every day of noncompliance may deprive the union of up to \$13,650. But the assessment of any penalty undoubtedly will be a subject of time-consuming grievance procedures and formal arbitrations. Penalties for noncompliance have been substituted for voluntary cooperation.

The reasons for the employers' shift from the measurement of gains concept to that of an annual lump-sum purchase are not obvious. But it is

interesting to note that unless the employers expected their gains to exceed their annual \$5 million payment substantially, the union's preference for the measured-gain system appears to be the more conservative concept.

*Use of the Reporting and Measuring System.* Obviously, the reporting and measuring system will not be used to measure savings to be shared with the union, as originally intended. But the employer group has a vital interest in knowing what its annual payments actually are buying. For this purpose, the measuring system is indispensable.

Additional uses are obvious. The data will permit, for the first time, an understanding of cargo-handling manpower costs on the West Coast for the industry as a whole, as well as for individual ports and specific commodities. The system will provide a measure of the impact of changes as these are introduced. It also will permit the development of productivity indexes to measure the trend of productivity in longshore operations for individual ports as well as for the entire West Coast and thus reflect the success of the "modernization" program.

And last, but far from least, the system can supply data useful for collective bargaining. Until now, the leaders of the shipping industry admittedly have negotiated "by the seat of their pants."

## Conclusion

The vested interest technique favored by the union in this settlement is only one of many possible methods that could have been chosen for allocating to the longshoremen what Harry Bridges calls "the men's share of the machine." This method is feasible only under certain conditions but the method of sharing the gains is secondary to the main achievement: A strong employer group and a strong labor union have evolved a solution for the thorny problem of restrictive working rules that promises to be mutually satisfactory. Employers gain a free hand in managing their business, and the union gains the security of a guaranteed wage and the vested right benefit through a share of the savings accruing from the modernization of the industry. And significantly, this result was achieved in peaceful, intelligent discussions across the negotiating table.

Other industries may find it possible to develop variations of this approach in solving their own work-rule problems. The significance of the West Coast longshore development lies in the fact that it demonstrates that management can resolve this difficulty by giving labor a share in the gains brought about by rapid technological change, while at the same time safeguarding worker security. This generally untried approach to meet the effects of increased mechanization and automation deserves close attention.

# Special Labor Force Reports

**EDITOR'S NOTE.**—*This is the first half of a two-part article in the series of reports on special labor force subjects formerly covered in Series P-50 of the Bureau of the Census Current Population Reports. This part discusses recent growth in white-collar employment in comparison with long-term trends and analyzes the structure of the white-collar work force. The second half of the article, which will appear in the February 1961 issue, examines the personal characteristics, extent of employment, education, and income of white-collar workers.*

*Reprints combining the two parts of this article will be available upon request to the Bureau or to any of its regional offices (listed on the inside front cover of this issue).*

## White-Collar Employment: I—Trends and Structure

CAROL A. BARRY\*

WHITE-COLLAR WORKERS in the United States have been increasing persistently both in numbers and as a proportion of the total labor force since the beginning of this century. This growth has been particularly pronounced in the period following World War II. In 1956, white-collar workers outnumbered blue-collar workers for the first time.

The white-collar work force encompasses a wide range of occupations, including typists, corporation executives, department store salesclerks, and nuclear scientists. Most of the nonfarm self-employed and most government employees are white-collar workers. The four major occupational groups classified as white-collar workers are professional, technical, and kindred workers; managers, officials, and proprietors, except farm; clerical workers; and sales workers. Despite the diversity of white-collar occupations, there are several common traits which, taken together, provide a characterization of the white-collar worker.

Originally, a white-collar occupation was one that did not require special work clothes. Through usage the term came to denote work which was performed in an office rather than a factory, work which was primarily mental rather than physical, and work which stressed formal education. In these respects, the term is still largely applicable.

White-collar workers' education and income are in general higher than those of any other group in

the labor force, and they enjoy greater job security than other workers.<sup>1</sup> They experience little unemployment, generally are paid a salary rather than an hourly wage, and receive more liberal paid vacations and holidays and sick leave than other workers.<sup>2</sup> White-collar workers are likely to have executive, administrative, developmental, or supervisory functions.

In the discussion of trends in the white-collar work force, it is useful to compare developments for this group with the patterns for the two other main types of nonfarm workers—blue-collar and service. Blue-collar workers—craftsmen and foremen, operatives, and laborers—comprise the second largest group of nonagricultural workers;<sup>3</sup> they work as bricklayers, tool and die makers, coal miners, stevedores, and the like. In general, blue-collar workers are engaged in the production of goods or in their transportation, operation, maintenance, and repair. While some blue-collar jobs are highly skilled, on-the-job training is emphasized rather than extensive academic preparation.

Service occupations comprise the third major group in the nonagricultural work force. Private household workers include cleaning women, housekeepers, babysitters, and other service workers employed by private households. General service workers, such as policemen, barbers, and elevator

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<sup>1</sup> Differences in the extent of employment of white-collar and other occupations are discussed in the second part of this article.

<sup>2</sup> See Supplementary Wage Provisions in Major Labor Markets, 1953-59 (in Monthly Labor Review, October 1959, pp. 1128-1131).

<sup>3</sup> The terms "nonfarm" and "nonagricultural" are used interchangeably in the text; in the tables, the latter refers to industries and the former to occupations. Actually, nonfarm occupations include a few workers who are employed in agriculture; for example, some veterinarians and bookkeepers.

operators, provide protective, personal, or institutional services.<sup>3</sup>

### Trends in White-Collar Employment

**1900 to 1950.** The primary source of occupational data prior to 1940 is the decennial census of the United States. Much useful work has been done in standardizing occupational classifications so as to provide continuous occupational series from 1900,<sup>4</sup> but the data for that year can be regarded only as approximations. Changes between 1900 and 1950 are thus indicative of general trends rather than precise measurements.<sup>5</sup>

In 1900, there were about 5 million white-collar workers representing 28 percent of all workers with nonfarm occupations (table 1). Blue-collar workers outnumbered them more than 2 to 1, accounting for nearly 57 percent of the nonagricultural labor force. The remaining 15 percent were service workers (chart 1). Among white-collar workers, clerical workers comprised the smallest single occupational group, and the number of professional workers was slightly less than the total number of private household workers.

Between 1900 and 1950, the number of white-collar workers increased by about 300 percent, while blue-collar and service workers both in-

creased by less than 150 percent. Thus, the white-collar portion of the nonagricultural labor force increased to two-fifths and the blue-collar and service workers' shares dropped to less than one-half and one-eighth, respectively.

Among white-collar workers, the greatest gains occurred in clerical work, which rose from the smallest to the largest white-collar occupational category; by 1950, one out of every three white-collar workers was a clerical worker. As a result, clerical workers rose from 5 percent of the nonagricultural labor force in 1900 to 14 percent in 1950. Stenographic, typing, and secretarial occupations alone increased elevenfold during the first half of the century. Such great increases are due in part to the greater volume of recordkeeping that has developed in all phases of industrial activity, but they are also due to the expansion of industries such as banking, insurance, and government, where accurate and detailed records are particularly essential.

<sup>3</sup> This group is listed in the accompanying tables as "service workers, excluding private household."

<sup>4</sup> Historical Statistics of the United States, Colonial Times to 1957 (U.S. Bureau of the Census, 1960), pp. 69 and 74.

<sup>5</sup> The data for 1900 included all persons 10 years of age and over reporting a nonfarm occupation in the census; those for 1950, all persons 14 years of age and over who were employed in a nonfarm occupation during the week preceding the census and those unemployed whose last occupation was nonfarm, i.e., the nonfarm labor force. Although these two concepts of the economically active population differ, general comparisons can still be made.

Chart 1. Occupational Composition of the Nonfarm Labor Force, 1900 and 1960

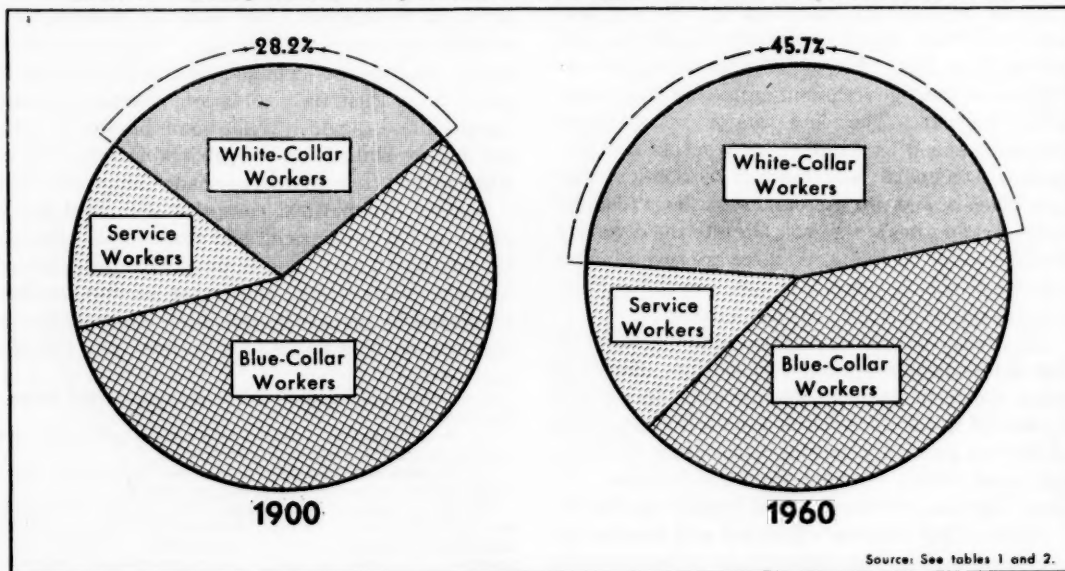


TABLE 1. OCCUPATIONAL COMPOSITION OF THE NONFARM LABOR FORCE,<sup>1</sup> 1900 AND 1950

Occupation group	Percent distribution		Percent change in labor force, 1900-1950
	1900	1950	
All occupations.....	100	100	187
White-collar workers.....	28	42	322
Professional, technical, and kindred workers.....	7	10	312
Managers, officials, and proprietors.....	9	10	204
Clerical and kindred workers.....	5	14	725
Sales workers.....	7	8	216
Blue-collar workers.....	57	47	133
Craftsmen, foremen, and kindred workers.....	17	16	173
Operatives and kindred workers.....	21	23	223
Laborers.....	20	8	7
Service workers.....	15	12	135
Private household workers.....	9	3	-2
Service workers, excluding private household.....	6	9	343

<sup>1</sup> For definition, see text footnote 5.

NOTE: Because of rounding, sums of individual items may not equal totals.

SOURCE: See text footnote 4.

Professional and technical workers were exceeded only by clerical workers in rate of growth. In 1900, they constituted 7 percent of the non-agricultural labor force; by 1950, they accounted for 10 percent and were equal to the total number of white-collar workers in 1900.

Available occupational data indicate that the major growth in this group has been in fields other than the traditional professions. While the size of the group as a whole increased by over 300 percent from 1900 to 1950, the number of doctors and lawyers increased at only one-fourth that rate; and despite the great expansion of educational activities, elementary and secondary school teachers increased by less than the professional group as a whole. On the other hand, engineers increased more than four times as fast as all professional workers. Accountants and auditors, who are closely connected with the aforementioned expansion in recordkeeping, increased over five times as much as the group as a whole. Furthermore, many professional and technical occupations—psychiatric social workers, aeronautical technicians, etc.—which have contributed to the size of the total group were unheard of in 1900.

The two remaining white-collar groups—sales workers and managers, officials, and proprietors—increased only slightly faster than the total non-agricultural labor force. While the group of managers, officials, and proprietors did not as a whole grow as rapidly as did the total of white-

collar workers, there were significant changes within the group. The tendency for business to take advantage of the limited liability and taxation benefits derived from incorporating restricted the growth of proprietors; at the same time, the trend toward larger organizations in all phases of business and governmental activity contributed to a substantial rise in the number of salaried managers and officials.

The increases in sales workers have been below those of the total white-collar force. The growth of large retail chains, the expansion of mail-order houses, and the introduction of self-service merchandising have all helped to increase the number of customers and volume of sales that can be handled by individual sales persons. In addition, much of the work formerly handled by sales persons is now carried on by checkers, cashiers, and other clerical personnel.

The composition of the blue-collar and service worker labor force also changed between 1900 and 1950. The introduction of the assembly line and the breaking down of complex tasks into simple repetitive operations increased the demand for operatives, as many of the specialized skills of the craftsmen and much of the physical work of unskilled laborers were taken over by machines. Laborsaving home appliances reduced the need for private household workers; on the other hand,

TABLE 2. DISTRIBUTION OF PERSONS EMPLOYED IN NON-FARM OCCUPATIONS, 1950 AND 1960

Occupation group	Employment (in thousands)			Percent distribution	
	1950	1960	Percent change, 1950-60	1950	1960
All occupations.....	52,244	61,122	17	100.0	100.0
White-collar workers.....	22,373	28,507	27	42.8	46.6
Professional, technical, and kindred workers.....	4,782	7,418	55	9.2	12.1
Managers, officials, and proprietors.....	6,429	7,032	9	12.3	11.5
Clerical and kindred workers.....	7,340	9,710	32	14.0	15.9
Sales workers.....	3,822	4,347	14	7.3	7.1
Blue-collar workers.....	23,336	24,280	4	44.7	39.7
Craftsmen, foremen, and kindred workers.....	7,670	8,606	12	14.7	14.1
Operatives and kindred workers.....	12,146	11,988	-1	23.2	19.6
Laborers.....	3,520	3,686	5	6.7	6.0
Service workers.....	6,535	8,335	28	12.5	13.6
Private household workers.....	1,883	2,201	17	3.6	3.6
Service workers, excluding private household.....	4,652	6,134	32	8.9	10.0

NOTE: Because of rounding, sums of individual items may not equal totals.

SOURCE: See text footnote 6.

general service workers grew at a rate slightly higher than that of white-collar workers.

**1950 to 1960.** The decade of the 1950's brought a continuation of the long-term trend in the employment of white-collar workers. Between 1950 and 1960,<sup>6</sup> total nonagricultural employment rose 17 percent from 52.2 million to 61.1 million. White-collar employment rose 27 percent from 22.4 million to 28.5 million during the same period, reaching 47 percent of total nonagricultural employment (table 2).

In contrast to the previous 50 years, when clerical workers were the fastest growing white-collar group, the 1950's were marked by the rapid increase of professional and technical workers (chart 2). This group expanded substantially in nearly every year, including recession periods, and by 1960, there were 7.4 million persons employed in professional and technical work. For the decade as a whole, professional and technical employment grew at a rate more than three times greater than that of total nonagricultural employment.

Clerical employment increased by 32 percent to 9.7 million between 1950 and 1960. Although this rate was almost double that of total nonagricultural employment, it was much lower than in earlier decades. Greatly expanded use of tabulating

machines, computers, and such other office equipment as duplicating machines probably curtailed the recent rise in the number of clerical workers.

Other white-collar groups increased more slowly. During the 1950's, sales worker employment continued to rise at the same rate as total nonagricultural employment. The rate for managers, officials, and proprietors, however, was only about half as much. Nor was the increase as steady in either of these groups as in professional and technical or clerical occupations.

In contrast to the gain of 27 percent in the white-collar occupations during the 1950's, blue-collar workers increased by only 1 million, or about 4 percent. Virtually all of the advance in blue-collar jobs occurred among skilled craftsmen and foremen.

Service worker employment, however, grew at the same rate as total white-collar employment. This was primarily due to the rapid increase in general service workers, 31 percent in the 1950's.

Projections made by the Bureau of Labor Statistics for 1970 show that white-collar employment will continue to rise faster than total nonagricultural employment. By 1970, white-collar workers are expected to number 37 million and account for

<sup>6</sup> Occupational data for these years are based on averages of data from the monthly labor force surveys for January, April, July, and October; for 1960, the figures are preliminary.

TABLE 3. INDUSTRIAL DISTRIBUTION OF NONAGRICULTURAL EMPLOYMENT, BY MAJOR OCCUPATION GROUP, 1952 AND 1960  
[Percent]

Occupation group	All industries	Construction	Manufacturing		Transportation and public utilities	Wholesale and retail trade	Service and miscellaneous <sup>1</sup>	All other <sup>2</sup>
			Durable goods	Nondurable goods				
White-collar workers:								
1952.....	100.0	2.9	9.3	8.4	7.5	33.2	30.2	8.5
1960.....	100.0	3.3	10.3	8.1	6.5	28.9	34.9	8.1
Blue-collar workers:								
1952.....	100.0	13.9	27.6	21.7	11.6	11.0	7.8	6.4
1960.....	100.0	13.9	27.1	21.6	11.3	12.7	9.3	4.2
Service workers, excluding private household:								
1952.....	100.0	.6	3.9	3.3	3.1	31.5	46.7	10.9
1960.....	100.0	.4	2.8	2.6	2.1	28.8	53.3	10.1
WHITE-COLLAR OCCUPATIONS								
Professional, technical, and kindred workers:								
1952.....	100.0	3.1	10.7	6.9	3.0	4.0	63.8	8.5
1960.....	100.0	2.7	13.0	6.6	4.0	3.2	63.1	7.3
Managers, officials, and proprietors:								
1952.....	100.0	5.6	6.6	7.4	6.0	50.7	18.6	5.1
1960.....	100.0	7.3	7.7	7.2	5.5	45.4	22.0	5.0
Clerical and kindred workers:								
1952.....	100.0	1.9	13.5	10.2	14.7	19.6	25.1	15.0
1960.....	100.0	2.1	12.9	9.6	11.8	17.7	31.5	14.5
Sales workers:								
1952.....	100.0	.3	2.7	8.0	.5	74.0	14.3	.2
1960.....	100.0	.3	4.1	8.6	.8	70.7	15.4	.1

<sup>1</sup> Includes finance, insurance, and real estate.

<sup>2</sup> Public administration, mining, forestry, and fisheries.

NOTE: Because of rounding, sums of individual items may not equal totals.

SOURCE: See text footnote 8.

48 percent of total nonagricultural employment. The greatest increases will occur among professional and technical workers, who will number almost 10.5 million, about 13.5 percent of total nonagricultural employment.

### Structure of White-Collar Employment

**Industrial Patterns.** Among nonagricultural industries, the greatest employment gain has occurred in the service-producing sector—trade; finance, insurance, and real estate; transportation, communications, and public utilities; service and miscellaneous;<sup>7</sup> and government—in contrast with the relative stability exhibited by the goods-producing sector—manufacturing, mining, and construction. At the beginning of the 1950's, the United States became the only large industrial country in the world to have more workers engaged in service activities than in the production of goods (including agricultural products).

The growth in numbers of white-collar workers is closely related to the expansion of the service-producing industries, where white-collar workers are concentrated. In 1952, the first year for which figures on occupation by industry are available from the monthly labor force survey, approximately 80 percent of all white-collar workers were employed in service-producing industries. Between 1952 and 1960, about 70 percent of the increase in white-collar workers occurred in this sector (chart 3).<sup>8</sup>

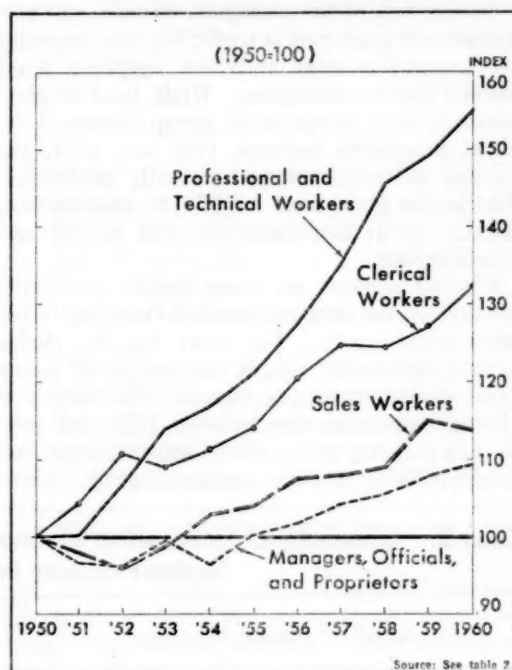
Blue-collar employment, concentrated in the goods-producing industries, declined between 1952 and 1960, despite significant increases in finance, trade, and service. Service worker employment, concentrated in the service-producing industries, grew at a slightly higher rate than white-collar workers, despite a drop in the number of service workers in manufacturing and construction.

<sup>7</sup> It is important to distinguish between service occupations and service industries. Service and miscellaneous industries—including hotels, laundries, repair shops, legal and medical services, educational institutions, and amusement enterprises—employ workers in a wide variety of white-collar and blue-collar occupations. Workers in service occupations, on the other hand, are employed not only in service industries but also in the other nonagricultural industries.

<sup>8</sup> For both 1952 and 1960, figures are averages based on data from the monthly labor force surveys for January, April, July, and October; for 1960, the figures are preliminary.

Although mining is a goods-producing industry, it has been necessary to include it in the service-producing group because separate occupation data for mining in 1952 are not available. Because of the magnitudes involved, the inclusion of mining in the service-producing sector does not significantly alter comparisons.

Chart 2. Changes in Employment in White-Collar Occupations Since 1950



The striking feature of gains since 1952 in white-collar employment is that they have extended to every industry group and have been proportionately as large in the goods-producing industries as in the service-producing industries. Between 1952 and 1960, white-collar workers in construction and in durable goods manufacturing increased by 36 percent—as much as in finance, service, and public education combined. In trade, transportation, and public administration, the increase was much slower.

Professional and technical workers, the white-collar group which had the most spectacular increases since 1952, are particularly concentrated in finance, education, medicine, and other professional services. Nearly three out of every five professionals are employed in one of these fields. Another fifth are employed in manufacturing.

Although the distribution of professional workers is highly concentrated, they have been increasing in all industries—by at least one-fifth in every industry group between 1952 and 1960. The most rapid rise occurred in durable goods manu-

facturing, where their number increased by three-fourths in 8 years.

Nearly half of the managers, officials, and proprietors are employed in trade; the large majority are engaged in retail activities, despite a trend toward less concentration. While total employment in this occupational group increased by about one-eighth between 1952 and 1960, the number in trade remained virtually unchanged. The group grew most rapidly in construction, durable goods manufacturing, and service and miscellaneous.

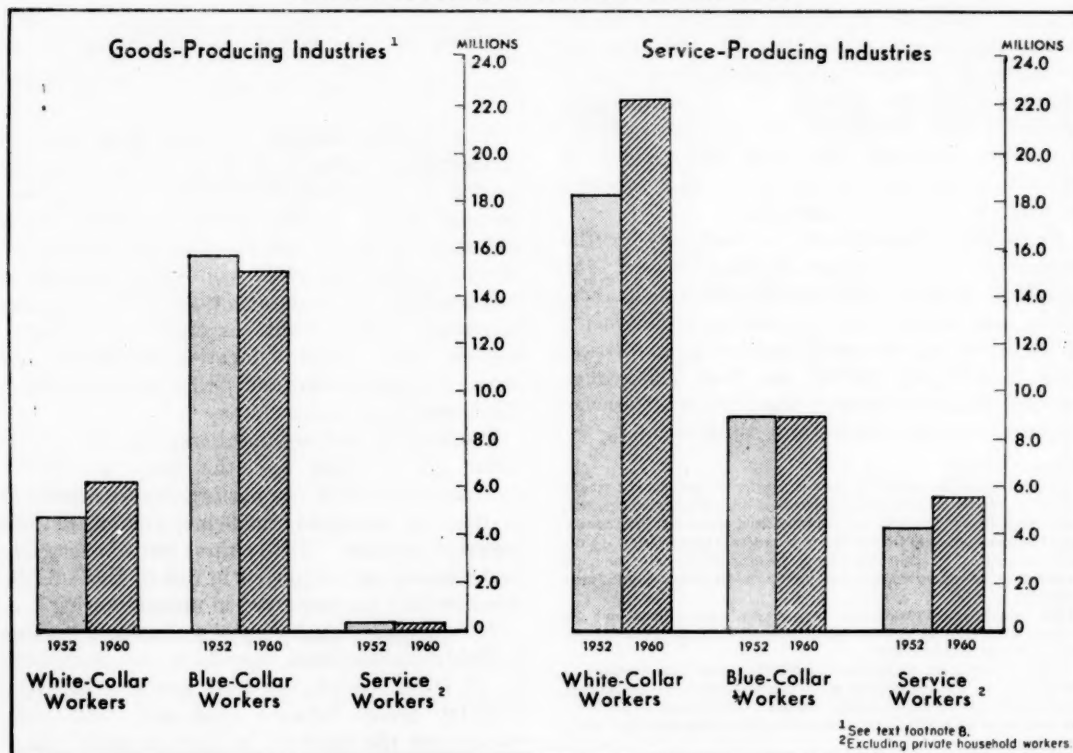
Clerical workers are more evenly distributed throughout the nonfarm industries than any other white-collar group. The need for file clerks, typists, secretaries, etc., is common to all industries—though in varying degrees. The number of clerical employees rose between 1952 and 1960 in each industry group except transportation and public utilities, where it declined slightly. Cleri-

cal growth was largest in service industries and smallest in wholesale and retail trade.

Trade currently provides jobs for seven-tenths of all sales workers. The next largest group of sales workers, 15 percent, are employed in finance, insurance, and real estate; and 13 percent are in manufacturing. Despite the preponderance of sales workers in trade, their 1952-60 growth was comparatively small, causing a decline in the proportion of sales workers employed there (table 3).

*Nonproduction Worker Employment.* Further indications of the specific industries where white-collar gains have been greatest may be gathered by examining the growth of nonproduction workers. In each of the three nonagricultural goods-producing industry groups (manufacturing, mining, and construction), total payroll employment is subdivided into production workers (those employees directly involved in the actual produc-

**Chart 3. Occupational Composition of Employment in Nonagricultural Goods-Producing and Service-Producing Industries, 1952 and 1960**



tion of physical goods) and nonproduction workers. With some marginal exceptions, nonproduction workers in these industries generally correspond to white-collar workers.<sup>9</sup>

About 83 percent of the increase in nonagricultural payroll employment between 1947 and 1959 occurred in service-producing industries. All of the remaining increase in manufacturing, mining, and construction represented the net effect of adding nonproduction workers to the payrolls while production workers were decreasing slightly. In 1947, nonproduction workers represented about 10 percent of construction and mining employment and 16 percent of employment in manufacturing. By 1959, these ratios had increased to 14 percent in construction, 21 percent in mining, and 24 percent in manufacturing.

Although the proportion of nonproduction workers varied widely among the 21 manufacturing industries, it increased in each of them between 1947 and 1959 (table 4). In general, it is higher and has been increasing more rapidly in the durable goods industries.

The proportion of nonproduction workers in an industry is determined by a variety of factors—for example, the extent of mechanization and automation in the industry, methods of distribution, and the number of employee services provided by individual establishments. Developments in the past few years seem to indicate that expansion of research activities has been a major factor in the increasing importance of nonproduction workers. The technological demands of the space age and the defense program have called for an increasing number of scientists, engineers, and technicians, thereby contributing to the rise of professional employment in the durable goods industries. At the same time, many of the innovations produced by these white-collar workers have made possible considerably larger output without a commensurate increase in the number of workers engaged in production. These influences are particularly evident in ordnance, where employment is almost evenly divided between production and nonproduction workers, and in electrical machinery, instruments, and chemicals, where one out of three employees is a nonproduction worker.

The postwar trend in nonproduction worker employment seems to have been accelerating in recent years. It appears evident that the larger

TABLE 4. NONPRODUCTION WORKERS<sup>1</sup> AS A PERCENT OF PAYROLL EMPLOYMENT IN NONAGRICULTURAL GOODS-PRODUCING INDUSTRIES, 1947, 1952, AND 1959

Industry	1947	1952	1959
All goods-producing industries.....	15.4	18.2	22.8
Mining.....	10.4	12.8	21.3
Contract construction.....	11.0	11.5	14.3
Manufacturing.....	16.3	19.5	24.3
Durable goods.....	16.3	19.3	25.1
Ordnance and accessories.....	15.4	24.5	48.6
Lumber and wood products.....	7.2	8.9	10.2
Furniture and fixtures.....	11.8	14.4	16.4
Stone, clay, and glass products.....	12.5	15.2	18.4
Primary metal industries.....	12.8	15.3	19.5
Fabricated metal products.....	15.9	18.6	22.2
Machinery (except electrical).....	20.7	23.1	29.6
Electrical machinery.....	23.1	24.6	32.4
Transportation equipment.....	17.8	21.2	28.8
Instruments and related products.....	21.9	26.5	34.4
Miscellaneous manufacturing industries.....	14.7	17.3	20.5
Nondurable goods.....	16.4	19.9	23.2
Food and kindred products.....	21.7	25.6	30.3
Tobacco manufactures.....	6.8	8.5	11.5
Textile-mill products.....	6.2	7.9	9.5
Apparel and other finished textile products.....	9.0	10.4	10.8
Paper and allied products.....	12.7	16.5	19.9
Printing, publishing, and allied industries.....	32.8	34.9	35.8
Chemicals and allied products.....	24.4	30.3	37.4
Products of petroleum and coal.....	23.0	28.0	33.4
Rubber products.....	18.5	20.6	23.2
Leather and leather products.....	9.0	10.0	10.9

<sup>1</sup> For definition of nonproduction workers and source of data, see text footnote 9.

part of future employment increases will occur in the service sector of the economy and that most of the additional employees in nonfarm goods-producing industries will be white-collar workers.

*Class of Worker.* In the labor force survey, the "class of worker" designation differentiates wage and salaried employees on government or private payrolls, the self-employed, and unpaid family workers. Quite often, "white-collar" is used as an equivalent to "salaried." While about 65 percent of all white-collar workers are employees of private firms, white-collar workers are much

<sup>9</sup> Data on nonproduction workers are obtained from the BLS monthly survey of payroll employment in nonagricultural establishments. Nonproduction workers in manufacturing, mining, and contract construction are generally defined as persons engaged in executive, purchasing, finance, accounting, legal, personnel, cafeteria, medical, professional, and technical activities; sales, sales delivery, advertising, credit, collection, installation, and servicing of firm's own products; routine office functions; factory supervision; and force-account construction.

Since nonproduction workers are primarily defined by functional areas, they are not strictly comparable to white-collar workers as defined in the labor force survey. Service workers in cafeterias, blue-collar workers in force-account construction, and all foremen above the working foreman level are included in nonproduction workers. Conversely, clerical workers engaged in recordkeeping closely associated with production operations, and technicians and professionals engaged in product development, are classified as production workers. Moreover, since the establishment survey includes only wage and salary employment, all self-employed workers are excluded. The net effect of these differences appears to be that the proportion of nonproduction workers shown by the establishment reports is slightly lower than the proportion of white-collar workers shown by the labor force survey.

TABLE 5. CLASS OF WORKER OF PERSONS EMPLOYED IN NONFARM OCCUPATION GROUPS, APRIL 1950 AND APRIL 1960

[Percent distribution]

Occupation group	All classes of workers	Private wage and salary workers	Government workers	Self-employed workers	Unpaid family workers
White-collar workers:					
1950.....	100.0	60.3	17.1	21.5	1.2
1960.....	100.0	63.8	17.8	17.0	1.4
Blue-collar workers:					
1950.....	100.0	90.3	5.8	3.6	.3
1960.....	100.0	89.5	6.1	4.0	.4
Service workers:					
1950.....	100.0	76.8	15.3	6.8	1.2
1960.....	100.0	75.0	17.4	6.4	1.3
<b>WHITE-COLLAR OCCUPATIONS</b>					
Professional, technical, and kindred workers:					
1950.....	100.0	44.3	39.9	15.2	.5
1960.....	100.0	51.3	36.9	11.7	.2
Managers, officials, and proprietors:					
1950.....	100.0	32.3	6.3	61.2	.1
1960.....	100.0	43.8	5.6	50.5	.1
Clerical and kindred workers:					
1950.....	100.0	77.2	21.3	.5	1.0
1960.....	100.0	77.8	19.6	.5	2.0
Sales workers:					
1950.....	100.0	91.2	.2	4.7	3.9
1960.....	100.0	86.0	.3	9.3	4.5

NOTE: Because of rounding, sums of individual items may not equal totals.

SOURCE: Unpublished data from the monthly labor force surveys.

more likely than blue-collar or service workers to be self-employed.

The large majority of self-employed white-collar workers are proprietors of small, unincorporated business. In April 1960, proprietors accounted for 50 percent of all persons in the major occupation group of managers, officials, and proprietors; in April 1950, they represented 60 percent of this occupation group. This decline in their relative importance during the last 10 years reflects both an actual decline in their number and an increase of about 40 percent in the number of managers and officials. (See table 5.)

Among professionals, about 12 percent were self-employed in April 1960, compared with about 15 percent 10 years ago. Most self-employed professionals are doctors, lawyers, or dentists, although the group includes many writers, artists, and entertainers, as well as consultants of all types. Over the decade, their numbers increased by only 200,000, or about 30 percent, to 900,000; the salaried group increased by 70 percent, from 3.9 to 6.7 million.

Sales workers are the only white-collar group with a rise in the proportion of self-employed over the decade. In April 1960, self-employed sales-

men accounted for slightly less than 10 percent of all persons employed in sales occupations, compared with about 5 percent in 1950. The expansion of finance, insurance, and real-estate activities has probably been the chief source of the increase.

Federal, State, or local government employees account for 40 percent of all professional workers—a higher proportion than for any other white-collar group. Half of this number are engaged as teachers in the public schools and in the State and local colleges and universities throughout the country. About 20 percent of all clerical workers and 6 percent of all managerial workers are government employees. In the professional and clerical groups, government employment has tended to decline in relative importance as a result of more rapid expansion of private employment.

Although the number of professional employees in private industry has been growing faster than other white-collar groups, only half of all professionals are in this category. By contrast, private firms employ 90 percent of all managers and officials (excluding proprietors), slightly over 85 percent of all sales workers, and 80 percent of all clerical workers.

### Some Implications of White-Collar Growth

While discussion of many implications of the growth of the white-collar labor force lies beyond the scope of this article, the examination of recent trends raises some provocative questions. Will the increasing proportion of workers in occupations and industries relatively unaffected by recessions prove to be a stabilizing factor in the economy, or will white-collar workers, as they represent an increasing proportion of the labor force, become more susceptible to spells of unemployment? As workers in blue-collar jobs (particularly in the less skilled occupations) become unemployed, how successfully will they be able to shift to areas of white-collar employment? How much of the demand for white-collar workers will be filled by persons newly entering the labor force? To what extent is the rapid growth of professional workers dependent upon continuing government expenditures in the areas of defense and space exploration? How will the increasing proportion of workers in occupations which are currently less unionized affect the broad pattern of industrial relations? The 1960's may provide some of the answers.

# A Review of American Labor in 1960

PHYLLIS GROOM\*

THE COLLECTIVE BARGAINING PANORAMA in 1960 revealed increased emphasis on management rights and concentration on employee job security. Although these issues were conspicuous in such negotiations as steel, railroads, and electrical equipment, the Pacific Maritime Association's agreement on "mechanization and modernization" with the International Longshoremen's and Warehousemen's Union was the only settlement which appeared to have demonstrated a new solution. The steel settlements early in January<sup>1</sup> referred to a labor-management committee the work-rule issues and automation problems and to a tripartite committee the responsibility for working out a plan "for equitable sharing between the stockholders, the employees, and the public, of the fruits of the company's progress." The steel work-rules group was to have reported by November 30, but by that date, the members found that they had not yet completed their exploratory talks.

Unemployment and the uncertain business outlook were heavily stressed in the election-year political activity which preoccupied labor during the summer and fall. As a result of the mergers of State and local AFL and CIO organizations since the previous presidential campaign, the AFL-CIO's political action was greatly intensified.

The first full year of the Labor-Management Reporting and Disclosure (Landrum-Griffin) Act ended in 1960. Court and National Labor Relations Board decisions interpreting and enforcing the law multiplied, but few cases had reached the higher courts by the end of the year. So far, the impact of the law appeared to be greatest in internal union affairs. Numerous unions found

it necessary to make at least minor changes in their constitutions and bylaws to make them conform to the election procedure and membership rights provisions of the new law. The Bureau of Labor-Management Reports received reports that many local union officers had resigned rather than assume the obligations imposed by the new law. Some officers said that the reporting requirements are too onerous, particularly for unions that do not have full-time officers.

## Economic Developments

Economic activity advanced strongly in early 1960, after settlement of the steel strike, and continued to rise moderately until midyear, when gross national product, adjusted for price changes, was 1.7 percent higher than the prestrike record of a year earlier. In the third quarter, however, the overall total fell 1 percent. The major force shaping the year's trend was an unexpectedly early shift in inventory policy after a heavy buildup; other important factors were the failure of capital outlays to reach anticipated levels and a declining volume of homebuilding.

Employment, similarly, rose moderately to reach a record level at midyear, after allowing for seasonal factors, then edged downward. The service-producing industries and State and local governments either held their employment steady or expanded somewhat, but manufacturing employment declined a half million over the course of the year after having failed to return to the previous cyclical peaks of 1956. Within manufacturing, the steel industry was the most seriously affected; fabricated metals, nonelectrical machinery, and transportation equipment also began to decline early in the year, followed by most of the remaining major industries after midyear. The average workweek also fell, and in November was 1.3 hours below January on a seasonally adjusted basis.

Reflecting the slowdown in employment while the labor force was expanding by a million, the seasonally adjusted rate of unemployment moved sharply upward in the summer and fall to 6.3 percent—the highest rate since December 1958; the November total of 4 million was largest for

\*Of the Office of Publications, Bureau of Labor Statistics.

<sup>1</sup> For a summary of these contract negotiations, see *A Look at American Labor in 1959* (in *Monthly Labor Review*, January 1960, pp. 12-13).

that month in the postwar years. In November, 51 of the Nation's 149 major areas were classified as having substantial labor surpluses, a rise of 19 over the year; in addition, there were 123 smaller areas with heavy unemployment, compared with 112 a year earlier.

Factory hourly earnings in 1960 averaged more than 3 percent above a year earlier, but because of the decline in the workweek and a 1.5-percent rise in consumer prices, purchasing power of the average factory worker was slightly lower than in 1959. Personal income, however, rose throughout the first 10 months of 1960, largely because of gains in employment and earnings in the distributive, service, and governmental sectors. Real per capita disposable income reached a new high in the third quarter, 1 percent above the pre-strike peak.

### Labor-Management Relations

*Major Settlements.* Major negotiations<sup>2</sup> concluded during the first 9 months of 1960 brought wage increases either immediately or within 12 months of the contract date for about 3.5 million workers. Such increases affected 96 percent of those covered by bargaining concluded during this period, including those employed in steel, railroads, aircraft, telephone and telegraph, clothing, and rubber. The most common increases averaged either between 5 and 6 cents an hour or 9 and 10 cents an hour, compared with 7 to 9 cents in 1959. New or liberalized supplementary benefits were negotiated in settlements affecting about 2.9 million workers.

In 1960, about 2.2 million workers covered by major contracts (except construction), received wage increases as a result of negotiations concluded in previous years; in 1961, about 2.1 million are scheduled to receive increases bargained for in 1960 or earlier.<sup>3</sup>

In 1960, the most frequent deferred wage increase, except in the construction industry, averaged between 6 and 7 cents an hour, while in 1961, the most common increase is expected to average between 8 and 9 cents an hour. This disparity is attributed mainly to the timing of negotiations and contract duration in different industries.

Cost-of-living increases during 1960 were about the same as or slightly above the level of those

in 1959. In most major automobile and farm equipment contracts and in major trucking contracts cost-of-living increases totaled 4 cents an hour. The January steel settlements hedged a rise in insurance costs for employee programs by providing that any cost-of-living increase due on December 1, 1960, and on October 1, 1961 (maximum permitted on each date was 3 cents), be reduced according to a formula based on the level of insurance costs. Such costs were being arbitrated at the time this article went to press.

Two major industries, railroads and electrical equipment, dropped escalator provisions covering about a million workers from their 1960 contracts, and as already indicated, the steel industry contracts tightly circumscribed the provision. The Bureau of Labor Statistics estimated that at the beginning of 1961 between 2.5 and 2.8 million workers under major collective bargaining agreements were covered by automatic cost-of-living provisions, as well as an estimated 250,000 unorganized workers in establishments with escalator clauses covering their organized workers.

Although the railroad and the electrical equipment negotiations involved the most workers in 1960, the agreement between the Pacific Maritime Association and the International Longshoremen's and Warehousemen's Union<sup>4</sup> was worthy of study for the way it resolved the issues of mechanization and restrictive work rules versus job security for union members. This 5½-year contract obligates employers to contribute \$5 million a year to a fund which will provide the 15,000 longshoremen (and clerks) who are now fully registered \$7,920 upon retirement at age 65 with 25 years' service (up to \$3,600 higher for compulsory early retirement) and will guarantee certain minimum weekly earnings and no layoffs as a result of decreased work opportunities in return for provisions which relax work rules and permit use of laborsaving equipment on the waterfront. The fund will not, however, protect longshoremen from reduced earnings resulting from a decline in business. The agreement provides for full vesting after 15 years, and the retirement payment is in addition to the pension now provided under another agreement. Union

<sup>2</sup> Those affecting 1,000 or more workers in all industries except construction, service, trade, finance, and government.

<sup>3</sup> See *Deferred Wage Increases and Escalator Clauses* (in *Monthly Labor Review*, December 1960, pp. 1268-1271).

<sup>4</sup> See *Working Rules in West Coast Longshoring*, pp. 1-10 of this issue.

members were to begin voting December 1 on ratification of the agreement.

Railroad negotiations dominated the labor scene during much of 1960, after wage negotiations that had begun in 1959 reached the national level. On June 3, an arbitration board awarded a 4-percent wage increase (2 percent on July 1, 1960, and the balance on March 1, 1961) to about 37,000 members of the Brotherhood of Locomotive Engineers (Ind.). The railroads had sought a wage cut of 15 cents an hour, while the union had initially demanded a 12-percent raise. Three of the other operating brotherhoods signed agreements similar to that of the BLE within the following few weeks, but members of the Switchmen's Union, who sought inequity adjustments in addition to the 4-percent pattern, twice rejected management proposals and were without a contract at the end of the year. One was not expected before a decision is reached on a suit brought by the railroads alleging that the union's negotiators had not bargained in good faith. The suit rests in part on a claim that the union negotiators have no power to make a contract because, according to the union constitution, the decision on an offer must be submitted to a membership referendum.

On June 8, a Presidential Emergency Board recommended a 5-cent-an-hour wage increase for more than 500,000 workers represented by 11 nonoperating brotherhoods. The Board's recommendations were accepted, and they became effective July 1, 1960. The Board suggested that instead of a general pay raise in 1961, the parties negotiate increases in health and welfare benefits, improvements in vacation schedules, and some liberalization in holiday provisions.

After the wage settlements, work-rule changes proposed by the companies in November 1959 came to the fore again. The carriers sought revisions of six key work rules, including alteration of pay standards to reflect greater train speeds, elimination of rules banning crews from operating through "crew change" points, definition of management's right to determine when firemen should be used on diesel and other nonsteam locomotives, and an end to rules requiring standby crews when self-propelled track equipment is used. Secretary of Labor James P. Mitchell spearheaded efforts to refer these issues and the operating brotherhoods' counterproposals for improvements

in working conditions to a Presidential commission of labor, management, and public representatives. The 15-member commission created in late October is to report by December 1, 1961; its findings will not be binding.

A 3-week strike against the General Electric Co. by the International Union of Electrical Workers was settled on October 22 on essentially the same contract terms as originally proposed by the company in August. The settlement, which covered about 70,000 workers in more than 50 plants, came a few days after the 9,000 member Schenectady local went back to work. The 3-year contract included an immediate 3-percent wage increase and several alternatives from which the union could choose an adjustment scheduled for April 1962. The union decided to let its locals elect whether they wanted a 4-percent wage increase or 3 percent in wages plus an eighth paid holiday and a fourth week of vacation after 25 years of service.

The union was unable to win its longstanding demand for supplemental unemployment benefits, but the company's Job Opportunity and Income Extension Plan, with the exception of the "retraining and reassignment" feature which the union had claimed would break down the seniority system, was included in the agreement. It provided a layoff and termination pay program under which laid-off workers with 3 or more years of service can receive 1 week's pay for each year of service.

The IUE had settled with the Westinghouse Electric Corp. on October 20 without a strike. The Westinghouse settlement, which applied to some 39,000 workers, was also within the framework of the original company offer. The 3-year contract provided two wage increases of 4 to 10 cents an hour each—the first on October 17 and the second on April 16, 1962—an eighth paid holiday, 4 weeks' vacation after 20 years' service, weekly instead of monthly dues checkoff, and some increase in hospital and medical benefits. The new agreement also contained a layoff and termination pay plan similar to the one in the GE agreement. Other unions, including the United Electrical Workers (Ind.), settled with GE and Westinghouse on about the same terms as the IUE received.

Major industries that will bargain in 1961 include automobile, rubber, trucking, meatpack-

ing, machinery, and maritime. The UAW is scheduled to hold a collective bargaining conference at the end of April; their contracts with the automobile firms expire during August and in September.

*Summit Attempts.* President Eisenhower's efforts to encourage regular discussions between labor and management away from the bargaining table resulted in the appointment of a committee to hold such conferences. The AFL-CIO was disappointed that none of the management appointees were from major organized industries, and although several preliminary meetings were held in the spring, no developments were reported from the group. Later in the year, the President again suggested that "labor and business leaders must sit down in a calm atmosphere and regularly discuss . . . their philosophy, their needs, and above all, their common responsibility to this free Nation." UAW President Walter Reuther attempted to implement the President's ideas by proposing the establishment of a permanent Automobile Industry Joint Management-Labor Conference, but the automobile firms rejected the plan.

Another proposal which received wide attention was made by Arthur J. Goldberg, counsel for the Steelworkers. He advocated the establishment of a permanent National Council of Labor-Management Advisors to study and recommend programs to the President to achieve full production and employment and to advance industrial peace. His idea was specifically endorsed by the president of Kennecott Copper Corp., Charles R. Cox, in a speech made at the Mining and Metallurgical Society, New York City, November 30.

*Strikes.* There were fewer man-days lost from strikes in effect in 1960 than in any other postwar year; early estimates put the total at 20 million. About 1.4 million participants were involved in 3,300 stoppages. Among the year's most significant were those of the IUE at General Electric, the Shipbuilding Workers at Bethlehem Shipyards, and the Transport Workers on the Pennsylvania Railroad.

In the 6-year-old UAW strike against the Kohler Co. at Kohler, Wis., the National Labor Relations Board ordered the company to reinstate some 1,600 strikers upon application for reemployment, and to pay any eligible striker for loss of wages

resulting from delay in reinstatement after his application to return to work.

## Labor Unions

*Patriarchs.* The recent farewells of most of the men who led the labor movement during its great growth from 1935 to 1947 were dramatically exemplified by the retirement of John L. Lewis early in 1960. During his 40 years as president of the United Mine Workers, Lewis revolutionized the wages and working conditions of the miners and cooperated in the mechanization of the coal mines. The establishment of the Miners' Welfare and Retirement Fund in 1946, one of his greatest achievements, opened the era of pension and welfare programs. The year 1960 also brought retirement for Richard J. Gray of the AFL-CIO Building and Construction Trades Department, L. S. Buckmaster of the Rubber Workers, Harry C. Bates of the Bricklayers, and William F. McFetridge of the Building Service Employees.

*AFL-CIO and Affiliates.* Election-year politics took priority in the activities of the AFL-CIO and its affiliates. As discussed later, none of their legislative goals for the second session of the 86th Congress were realized. This was undoubtedly one of the reasons for their heightened campaign activity later. Reinforcing the program of the Committee on Political Education, the Federation's full-time political arm, the Executive Council underwrote a registration and vote campaign to which affiliated unions were asked to contribute 5 cents a member. To this drive was credited the election of a number of liberal candidates.

Aside from election year political activities, the Federation was concerned with the perennial topics of organizing and finding a way to minimize jurisdictional disputes. No success was reported by the committee appointed by the 1959 convention to develop a method for applying the principle endorsed by the convention that interunion quarrels be settled by final and binding decision of an impartial referee. One flareup over jurisdictional problems was responsible for the withdrawal of the Plumbers' union from the Industrial Union Department (IUD).

At missile bases throughout the country, disputes between the building trades were common. The Defense Department reported that 78,000

man-days were lost as a result of work stoppages at missile bases in the year ended June 30. Efforts of the Defense Department, Mr. Meany, and officers of some of the international unions to end the conflict showed little result. Late in the fall, a dispute between the International Association of Machinists and the Plumbers at the Convair Astronautics Division plant near San Diego led to the IAM cancellation of an 8-year agreement for arbitrating all disputes between the two unions.

To invigorate its organizing program, the IUD revamped its structure and appointed an administrative director, Jacob Clayman, and an organizing director, Nicholas Zonarich. The Federation chartered the Agricultural Workers Organizing Committee, which by the end of the summer claimed some 5,000 members in California, where industrial-type farming employs large numbers of migrant workers. At its May meeting, the Federation's Executive Council voted to establish a committee headed by Walter Reuther to develop plans to attract technicians and clerical workers to union membership.

Under the auspices of the remodeled IUD, four affiliates, the United Auto Workers, the Steelworkers, the Machinists, and the Electrical Workers (IUE), tried a new technique for minimizing jurisdictional problems in organizing. Each union listed 25 prime organizing targets in the Philadelphia area, and after eliminating the 7 plants that had appeared on more than one list, they pooled their organizing resources and set out to enlist members in the remaining plants. In November, the department announced that of the 10 organizing campaigns which had involved IUD coordination so far, 7 had been successful.

With the merger of the Pennsylvania State AFL and CIO organizations in June 1960, New Jersey became the only State with separate AFL and CIO State bodies. Even after AFL-CIO President George Meany had threatened to lift their charters, the two New Jersey groups could not agree in State conventions upon satisfactory merger terms—primarily the allotment of offices in a merged organization. Finally, the merger convention was indefinitely postponed, but Mr. Meany delayed the revocation of the charters.

The Postal Clerks, with 100,000 members, and the Post Office Craftsmen (Ind.), with 35,000 members, signed a merger agreement in October,

which was expected to be fully ratified by March 1961. The Federation lost one affiliate when the Radio and Television Directors Guild merged with the Screen Directors' Guild of America (Ind.) to form the Independent Directors' Guild of America, Inc.

Unions in the airlines industry and in the printing trades worked more closely with each other during the year. Seven airline unions agreed upon a constitution for the Association of Air Transport Unions, a group that in 1959 had signed a mutual aid pact under which the members had agreed to give each other "all possible and practical moral and financial support" during a strike. Major impetus for the closing of ranks was the airline strike insurance system that had recently become effective. In April, the International Typographical Union and the American Newspaper Guild jointly proclaimed the goal of one union in the printing, publishing, and related fields, and the Printing Pressmen and the United Papermakers and Paperworkers set forth a program looking toward "complete organic unity and full merger" in these industries.

*Other Organizations.* The Negro American Labor Council was founded at a 3-day convention in Detroit at the end of May with the object of ending racial discrimination in the labor movement. Delegates called for the removal of all union color bars to membership or job progress, reform of apprenticeship systems, elimination of racially segregated unions, and greater participation by Negroes at all levels of union jobs, from clerical to top policymaking. A. Philip Randolph, president of the Brotherhood of Sleeping Car Porters and a vice president of the AFL-CIO, was chosen as president of the council.

*Foreign Competition.* A number of unions expressed increasing concern during the year over competition from products made abroad and the growing overseas investments of United States companies. Members of one local of the International Ladies' Garment Workers struck in protest against their employer's purchase of an interest in an Irish dress factory. After a 3-week strike, the ILGWU won an agreement whereby the company agreed to pay 30 cents for every dozen dresses shipped to this country by the Irish

affiliate. The fund accumulated will compensate any of the firm's 1,200 employees adversely affected by the competition.

The Seafarers' Union and the National Maritime Union, which in November 1959 had jointly founded the International Maritime Workers Union in order to organize "flags of convenience" vessels, found their new organization hampered during much of 1960 by injunction suits brought by the shipping companies.

*Corruption and Cleanup.* The board of Teamster monitors was so entangled in litigation with the Teamsters during the year that its reform activities were effectively blocked. Late in October, the U.S. Court of Appeals for the District of Columbia ruled that the chairman of the monitors must be acceptable to both the union and the dissident members, thus stymying the appointment of Terence F. McShane, a former FBI agent whose investigations had included the Teamsters union. McShane had been nominated by one group of the dissidents. Meanwhile, attorneys for the dissident groups and the union lawyers were trying to negotiate a settlement of all outstanding issues under the aegis of the Federal District Court in Washington, and Teamster President James R. Hoffa was trying to obtain the court's permission to hold a convention and election of officers in January. On December 7, Hoffa and two associates were charged by a Federal grand jury in Orlando, Fla., with defrauding four Detroit labor organizations and others of more than half a million dollars in their Sun Valley, Fla., real estate venture.

Maurice A. Hutcheson, president of the Brotherhood of Carpenters, who had been called before the McClellan committee to explain his part in an Indiana highway right-of-way scandal, was convicted on October 28 of bribing highway officials. O. William Blaier, a vice president, and Frank M. Chapman, treasurer, were also convicted on the same charges. Chapman, who had been ill for some time, died less than a month after his conviction; the others were fined \$250 each and sentenced to 2 to 14 years in prison.

### Legislation

The increased proportion of older persons in the population made medical care for the aged a

potent legislative issue in the presidential election year of 1960. The bill finally enacted on September 13, 1960, called for a limited voluntary program by which States could receive Federal grants from the general revenues to help meet the cost of aid to those who are on old-age assistance rolls or who meet a means test. As of October 31, 1960, Michigan and West Virginia were the only States which had submitted plans to the Social Security Administration for approval. Oklahoma and New Mexico were definitely planning to participate in the program, and six other States which apparently can proceed under present laws were actively considering participation.

The medical care provisions were enacted as amendments to the social security law. Other social security amendments extended coverage to additional groups, raised the amount which a person may earn while receiving social security benefits, and eliminated the 50-year age limit for disability benefits.

On July 1, the Congress approved pay raises for 1.5 million Federal white-collar and postal employees by overriding President Eisenhower's veto of the pay bill. The pay raises amounted to about 7.5 percent for the 980,000 white-collar workers and averaged about 8.4 percent for the 535,000 postal workers.

Both the House and the Senate passed minimum wage bills, but the conference committee appointed to resolve the differences between the bills was unable to find a satisfactory compromise.

The AFL-CIO's major legislative proposals had included raising the minimum wage set by the Fair Labor Standards Act and extending coverage to additional groups of workers, providing medical care for the aged as part of the social security system, removing the construction industry from the Taft-Hartley Act ban against secondary-boycott picketing, and providing additional Federal aid for housing and school construction.

The legislatures of 22 States and Puerto Rico met in regular session in 1960. The volume of legislation was much lighter than in odd-numbered years, when nearly all the legislatures meet, but there were a number of significant enactments.

Maximum weekly unemployment benefits were raised in nine States (by legislative enactments in five States and through the operation of a flexible maximum in four States). The maximum weekly benefit amount is now \$45 or more in 7 jurisdic-

tions, from \$35 to \$45 in 23 jurisdictions, and under \$35 in the remaining 21.

Workmen's compensation benefits were raised for one or more major types of disability in five States and Puerto Rico, and other significant improvements were made in the laws of more than half a dozen States. There are now 17 jurisdictions which set the maximum weekly temporary disability benefits at \$50 or more. Massachusetts extended compulsory coverage to seasonal or casual farm workers.

Rhode Island liberalized its requirements for the filing of claims in radiation disease cases, and Massachusetts, Virginia, and Maryland passed legislation to regulate and control radiation sources.

Five States—Colorado, Delaware, Massachusetts, Nevada, and New York—adopted regulations affecting migratory workers.

Bills were introduced in about a fourth of the legislatures that met in 1960 to regulate the importation of strikebreakers from other States. The bills all died except in Massachusetts, where a law was passed which requires those who import strikebreakers to report such activity to the State Commissioner of Labor and Industries and prohibits the importation of certain categories of criminals. In the fall, a group of seven AFL-CIO printing and paper industry unions announced a campaign to have legislation outlawing professional strikebreaking introduced in the State legislatures in 1961. The proposed bill would bar recruitment of strikebreakers by persons or agencies not involved in a dispute, and it would bar employment of professional strikebreakers. The unions were prompted, in part at least, by the yearlong strike at two Portland, Oreg., newspapers.

### The Courts and the NLRB

The U.S. Supreme Court decisions that would appear to have the most influence upon industrial relations were the three<sup>5</sup> on arbitration handed down on June 20. They were further refinements of the 1957 *Lincoln Mills* decision, which

upheld enforcement of arbitration clauses in collective bargaining contracts. The issue was the extent of the courts' power to determine the question of arbitrability in cases involving the specific performance of agreements to arbitrate. The rulings upheld the exercise of the broadest authority of the arbitrator in the absence of specific contractual limitations on that authority.

Another decision being studied carefully was *NLRB v. Insurance Agents International Union*, decided by the Court on February 23. It held that economic pressure in the form of on-the-job harassing tactics by union members did not in itself constitute "refusal to bargain" under the Taft-Hartley Act.

In two cases that had impact on the difficult and protracted railroad negotiations in 1960, the U.S. Supreme Court held first that a union's demand that a contract be amended to prohibit a railroad from abolishing jobs without the union's consent was a bargainable issue under the Railway Labor Act, and therefore, one for which the union could strike.<sup>6</sup> Two months later, the Court sustained the authority of a district court,<sup>7</sup> in granting injunctive relief in a "minor dispute" which had been submitted to the National Railroad Adjustment Board to fashion relief in such a way as to do complete justice to the parties by requiring the railroads to restore freight crews whose jobs they had abolished or, in the alternative, to pay the discharged employees what they would have earned until the Board decided the dispute.

On June 13, the U.S. Supreme Court ruled that payments made by the United Auto Workers to a nonmember striker during the Kohler Co. strike were gifts and hence not subject to Federal income tax. However, the Court indicated that in other circumstances, e.g., if the payments had been made to a union member, the outcome might have been different.

The Labor-Management Reporting and Disclosure Act had not been in effect long enough for any cases arising under it to be decided by the Supreme Court in 1960, but the lower courts and the NLRB were busy with interpretation and enforcement. The restrictions on organization and recognition picketing were among the most troublesome to interpret and, by the nature of the activity, the most pressing to solve. At the end of the year, four picketing cases requiring substantial interpretation of the law, and specifically

<sup>5</sup> *Steelworkers v. American Manufacturing Co.*, *Steelworkers v. Warrior and Gulf Navigation Co.*, and *Steelworkers v. Enterprise Wheel and Car Corp.* See also *Monthly Labor Review*, August 1960, pp. 853-856.

<sup>6</sup> *Railroad Telegraphers v. Chicago & North Western Ry. Co.* (U.S. Sup. Ct., Apr. 18, 1960). See also *Monthly Labor Review*, June 1960, pp. 623-625.

<sup>7</sup> *Locomotive Engineers v. Missouri-Kansas-Texas RR.* (U.S. Sup. Ct., June 20, 1960). See also *Monthly Labor Review*, September 1960, pp. 972-973.

section 8(b)(7), were being considered by the National Labor Relations Board, and the Board's decisions on them were expected to provide some beacons in this area.

Meanwhile, the Federal courts were in conflict on the interpretation of section 8(b)(7) in cases where injunctions had been requested. A district court in the sixth circuit enjoined picketing<sup>8</sup> which the union represented as informational on the basis that "an object" of the picketing was recognition. The court held that the fact that the picketing also served an informational purpose not barred by the statute could not save it from its unlawful recognition objective. A seventh circuit district court denied an injunction petition<sup>9</sup> based upon section 8(b)(7)(C) in similar circumstances. The court, asserting that it was almost impossible to conceive of a situation where an object of picketing is other than to require an employer to recognize or bargain, said that to accept the interpretation that information picketing is barred if an object of such picketing is to require recognition or bargaining would render meaningless the proviso which permits information picketing.

The first information picketing case to be decided by a court of appeals came from the second circuit, which held, in the *Stork Club* case,<sup>10</sup> that section 8(b)(7)(C) permitted picketing for the purpose of informing the public that there was no contract between the employer and the employees. However, the court warned that if such picketing had the effect of inducing others not to make deliveries to the employer, it became unlawful to that extent.

Meanwhile, the NLRB had held that picketing is unlawful if it results in stoppages of pickups and deliveries to the affected employer,<sup>11</sup> regardless of whether it was informational in character.

The *Penello* and *Graham* district court cases<sup>12</sup> presented the view that "the ultimate object of almost all union activity is to require all employers to recognize and bargain with the union" and that, to give meaning and effect to section 8(b)(7)(C), "we must distinguish between the ultimate object and the reasonable immediate object in determining in any given case whether the picketing has an object of forcing or requiring recognition or organization."

At the end of 1960, the first major test of the hot-cargo prohibition enacted in 1959 was before

the Board in a case involving the Amalgamated Lithographers. The Board was also deliberating on the United Auto Workers' charge that General Motors had refused to bargain on an agency shop clause in Indiana, where the courts have interpreted the agency shop as legal under the State's "right to work" law. GM has refused the agency shop on the grounds that it would require involuntary employee assistance of the union and hence would violate the Taft-Hartley bans on coercion and discrimination. The Steelworkers, the Commercial Telegraphers, the National Association of Manufacturers, and the AFL-CIO were among those who entered arguments in the case. The Steelworkers reported that it has "collective bargaining agreements covering hundreds of thousands of employees in the steel, can, and aluminum industries which contain agency shop provisions . . . that would be seriously endangered by an adverse decision. . . ."

The Labor Department, which is responsible for enforcement of the election safeguards in the LMRDA, went to court to annul several union elections which allegedly had been conducted improperly. The only one that involved an international union election was that of the National Maritime Union. The NMU suit was based on charges filed with the department that the union had violated the act in the election of President Joseph Curran and 74 other officers by, among other things, failing to provide a secret ballot, illegally disqualifying candidates, and using union funds to promote the candidacy of certain officers. The case had not yet gone to trial at the end of the year. Nine months after the law went into effect, 52,278 unions had filed reports on their constitutions and bylaws, names of officers, and details of practices and procedures. Financial reports, which must be filed by the end of a union's fiscal year, were slower in coming in.

<sup>8</sup> *NLRB [Phillips] v. International Ladies' Garment Workers' Union* (U.S. D.C. M.D. Tenn., Dec. 18, 1959). See also Monthly Labor Review, March 1960, p. 293.

<sup>9</sup> *NLRB [Cetreu] v. Local 58, Hotel and Restaurant Employees and Bartenders International Union* (U.S.D.C. N.D. Ind., Mar. 19, 1960). See also Monthly Labor Review, October 1960, pp. 293-294.

<sup>10</sup> *NLRB [McLeod] v. Local 89, Hotel and Restaurant Employees and Bartenders International Union* (C.A. 2, July 6, 1960). See also Monthly Labor Review, October 1960, pp. 1084-1085.

<sup>11</sup> *Local 359, International Brotherhood of Teamsters and Stan-Jay Auto Parts and Accessories Corp.*, 127 NLRB No. 132 (June 3, 1960). See also Monthly Labor Review, October 1960, pp. 1085-1086.

<sup>12</sup> *NLRB [Penello] v. Local 692, Retail Clerks Association* (U.S.D.C. Md., Sept. 23, 1960) and *NLRB [Graham] v. Retail Clerks Association* (U.S.D.C. Mont., Oct. 25, 1960). See also pp. 58-59 of this issue.

# Summaries of Studies and Reports

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## The 43d Convention of the United Mine Workers of America

THE MINE WORKERS' 43d CONVENTION, meeting in Cincinnati, Ohio, October 4-11, was the first since John L. Lewis assumed the title of president emeritus and his longtime associate, Vice President Thomas Kennedy, ascended to the union's top job. Events at the convention, however, made it clear that John L. Lewis was still the union's central figure and that his policies would continue to guide the union as they had since 1920, when he was first elected president. A widely rumored revolt, particularly over the status of regional bodies presently without self-government and recent benefit changes in the UMW Welfare and Retirement Fund, did not materialize. Instead, the 1,800 delegates overwhelmingly endorsed all official actions taken since the last convention in 1956 and left the present arrangement of "provisional" (supervised) districts undisturbed. In the forthcoming December election, all three international officers are unopposed. No major constitutional changes were adopted, which expressed the union's conviction that its present rules and operating procedures are fully in compliance with the Labor-Management Reporting and Disclosure Act of 1959.

Of greater interest to the delegates than internal union affairs, so it appeared, were reports detailing the state of the coal industry, the pressures from competing fuels, and the outlook for coal consumption and employment in the years ahead. Specific collective bargaining demands to be submitted to the coal operators were left to the discretion of the union's governing body, as was the timing of the next contract reopening.

### Welfare and Retirement Fund

The first major issue to come before the convention was the status of the two major welfare and pension plans, one for anthracite and one for bituminous coal miners.

The UMW Welfare and Retirement Fund, covering workers in 26 bituminous coal mining States, had announced that, as of July 1, 1960, jobless miners would lose hospital benefits after 1 year of unemployment. This curtailment, received with considerable misgivings in mining areas, became necessary, according to the Fund's annual report, because of deficits of over \$18 million for fiscal 1960, and \$11 million for 1959. Moreover, the trend of benefit payments had moved steadily upward—from about \$124 million in fiscal 1956 to \$144 million in 1960.

Addressing the delegates in his capacity as chairman of the Fund's Board of Trustees,<sup>1</sup> Mr. Lewis reminded his attentive listeners of the economic realities confronting the industry. The Fund derives its income from a royalty payment of 40 cents per ton of coal produced for sale, but owing to a sag in demand, revenues have not been adequate to cover the expenditures of the Fund.<sup>2</sup> "If we were producing 500 million tons this year—which we won't—we would not be having any problems," he told the delegates. Until that level of production is reached, prudent management ruled out any restoration of benefits. The current reserves of over \$116 million, though formidable and adequate to absorb current losses, were to remain intact to provide benefits in the event of a depression, an industrywide strike, "or any eventuality." Mr. Lewis recited the various benefits which the Fund had provided in its 14 years of operation—totaling \$1,464 million paid out since 1946 for hospital and medical care, for pensions, widows' aid, disaster benefits, etc. Rebuking his critics as men who were exploiting this issue for the sake of personal ambition, Mr. Lewis concluded his remarks (mock seriously, it seemed) by threatening to resign as a trustee unless the curtailment of hospital benefits was

<sup>1</sup> The Board of Trustees consists of three members: John L. Lewis, representing the union; Henry G. Schmidt, representing the industry; and Miss Josephine Roche, public member. Miss Roche is also the Fund's director.

<sup>2</sup> Trust Fund royalty income decreased from a high of \$155.3 million in 1957 to \$127.6 million in 1960. In late December, the UMWA announced that monthly pensions would be reduced from \$100 to \$75 as of February 1961.

upheld. The delegates' thundering ovation left little doubt as to the outcome of the vote. After a short debate during which several speakers drew attention to the problem of particular hardship cases which had arisen under the new ruling, the delegates with about 10 dissenting votes approved the administration of the Fund.

Reports revealed that the Anthracite Health and Welfare Fund, financed by a royalty of 70 cents per ton, was in a far weaker condition. With annual production now only at about 20 million tons, compared with 50 million tons in 1946 when the Fund went into operation, death benefit payments had to be suspended in early 1958, and pensions were reduced from \$100 to \$50 per month. In the opinion of Thomas Kennedy, president of the UMWA and chairman of the Anthracite Health and Welfare Fund, the very existence of the Fund is in doubt unless production can be stepped up. As a possible solution, he suggested a merger of the anthracite and bituminous plans. This, however, was a collective bargaining problem, and attempts at consolidation had failed in previous negotiations with the operators.

### Internal Structure

*Autonomy.* The issue of self-rule for districts whose officers are appointed by the international president is a perennial one at UMWA conventions, its outcome by now highly predictable. At every convention since 1938, all attempts to restore "autonomy" to these districts have been defeated by the delegates, thereby, in the opinion of the union's leadership, firmly endorsing the present arrangement of central control as necessary and desirable. Of the union's 30 districts in existence in 1960, only 7 were fully autonomous; 3 had semi-autonomous status which gave them the right to elect all members of the district's governing body except the secretary-treasurer and/or the president; and 20 (including District 50) were carried as "provisional," i.e., all officers were appointed by the parent body. However, control over the district bodies does not affect the autonomy of the local unions within these districts.

Any expectation that the issue would be resolved differently in 1960 than it had been in previous years and that its airing would reveal widely held pressures for change was probably based on a

misunderstanding of the role of John L. Lewis in the affairs of the union or of the sentiments of the rank and file on this question. In any case, 39 delegates spoke during the debate on the autonomy resolution, of whom 36 argued for the status quo, 1 for semiautonomy, and only 2 for full autonomy. Those who approved of the present system pointed to the achievements in wages and working conditions since it had been in effect. In the eyes of the two dissenters, the basic issue was the right of members to control their own affairs. Most of the delegates, having heard the arguments pro and con at numerous other conventions and meetings, seemed to take little interest in the 2-hour debate. Finally, President emeritus Lewis took the floor, this time speaking as the delegate from local 7604 "and in any other capacity in which you wish to listen to me." It was, he felt, time to put an end to "an entertaining morning" and to an issue which "has become a mangy poodle dog that you fellows bring out and lead on a string . . . in order to get some publicity about it and insult the intelligence of the thoughtful, mature membership of this organization . . . . Autonomy," he patiently lectured the delegates, "has no relation to higher wages, to shorter hours, to improved conditions, to pensions, to medical aid, to all the things of value to the mine worker and his family . . . . The accomplishments of this union have not been paralleled by any other union in any country at any time during the history of civilization." The ensuing vote showed all but about 10 of the 1800 delegates choosing to reaffirm the existing policy of strong central leadership.

*Constitution Changes.* Since the passage of the Labor-Management Reporting and Disclosure Act (LMRDA) of 1959, union conventions have typically devoted considerable time to rewriting constitutions to bring them into compliance with the act. In the case of the Miners, however, the constitution adopted in 1960 was, with minor changes, the same as had been in effect since 1956, reflecting President Thomas Kennedy's belief that the present governing document is "compatible" with all legal requirements. Each paragraph and section of the constitution was read and voted on separately. Among the few amendments adopted was one, of doubtful significance, barring members of the National Association of Manufacturers

(NAM) from joining the UMWA, adding the NAM to a long list of organizations, which already included the U.S. Chamber of Commerce, in which dual membership is forbidden. Several resolutions submitted by local unions urging fines for non-attendance of meetings were defeated, as were proposals for changes in the present dues structure of \$4.25 and \$1.25 per month for active and retired members, respectively.

The convention, however, did not ignore the LMRDA entirely. Approving a "special resolution" submitted on "advice of counsel," the delegates voted to elect 18 appointed district officers to the union's executive board to serve as representatives of their respective districts.<sup>3</sup>

*Finances.* Perhaps for the first time in recent history, the convention afforded a glimpse into the union's extensive financial operations. In some measure, the disclosure was not wholly voluntary. A law suit brought by two small mine operators in Tennessee, charging an antitrust violation, had compelled the union to shed some of its usual reticence, as had the submittal of financial reports under the LMRDA of 1959.<sup>4</sup>

Since 1950, Secretary-Treasurer Owens told the delegates "without any apologies . . . but . . . with a great deal of pleasure and assurance . . .," multimillion dollar loans and investments to coal-carrying railroads and to public utilities, "all blue-chip securities," had yielded a profit of more than \$14.6 million. In addition, an investment of nearly \$22 million in the National Bank of Washington was now worth about \$50 million, he estimated, and its value was bound to increase. Loans of about \$26 million were made available to a "liberal financier" (Cyrus S. Eaton) for the purchase of the West Kentucky and the Nashville Coal Cos., enabling the union to organize properties which previously had threatened the price

stability in the industry. Since then, the West Kentucky Coal Co. has paid \$81 million in union wages and contributed \$14 million to the UMW Welfare and Retirement Fund. Similarly, a loan of \$5.2 million to the Coaldale Mining Co., an anthracite producer, had yielded \$41.3 million in wages, \$4.7 million in welfare fund payments, and \$680,000 in interest. These and similar ventures, Mr. Owens declared, kept miners employed and mining communities stable.

The financial report indicated the union's assets totaled over \$104 million, a sum exceeded by few, if any, unions in the United States.

*District 50.* Although District 50, whose affairs are completely controlled and administered by the UMWA proper, was not eligible to be represented at the convention, some indication as to its activities could be gleaned from the Officers Report and from a brief speech made by E. Moffett, vice president of the District. According to these sources, the District's membership in the United States and Canada now exceeds 200,000, organized in 1,700 local unions. It has negotiated more than 3,500 collective bargaining agreements in virtually every major industry except coal, notably chemicals, paper and allied products, public utilities, refractories, construction, and shipping. A recent revamping of its structure led to the abolition of its two major organizational units, the United Construction Workers Division and the United Marine Workers Division, with all local unions formerly affiliated with these Divisions receiving new charters from the District. No change, however, was made in the UMWA president's practice of appointing all ranking officers.

The District's outlook for expansion was believed to be the best since it was organized in 1936, particularly since it is now eligible to petition for National Labor Relations Board representation elections.<sup>5</sup>

*Changes in Officers.* On January 14, 1960, shortly before his 80th birthday, Mr. Lewis retired from the presidency of the UMWA, a step he had announced in a letter to the membership in December 1959. Under the terms of the union's constitution, 73-year-old Vice President Thomas Kennedy automatically assumed the presidency. To fill the office of vice president, the International

<sup>3</sup> The LMRDA requires the election of all national union officers either by a secret ballot membership referendum or by convention delegates chosen by secret ballot.

<sup>4</sup> The UMWA, as a matter of policy, did not file the annual financial statements previously required under section 9 (f) and (g) of the Labor Management Relations (Taft-Hartley) Act of 1947.

<sup>5</sup> Refusal of the national officers to file anti-Communist affidavits required by section 9(h) of the Labor Management Relations (Taft-Hartley) Act of 1947 and the union's refusal to file the financial reports referred to in footnote 4 previously barred the UMW from using the services of the Board. Section 9(h) was repealed by the LMRDA of 1959.

On November 15, 1960, District 50 announced that a special convention to adopt a constitution and elect officers would be held February 21-24, 1961, in Washington, D.C.

Executive Board elected 56-year-old W. A. (Tony) Boyle, a member of the Board and a special assistant to the former president. For Mr. Lewis, the Board created the special nonsalaried post of president emeritus. The convention voiced its complete approval of these steps by paying unstinting tribute to Mr. Lewis' past leadership and by pledging its full support and loyalty to the new executives. Mr. Lewis, one of the resolutions in his honor stated, "is God's instrument on this earth to elevate the working man to his proper position in the sun . . ."; another hailed him as "the greatest leader of labor the world has ever known . . . ." Mr. Lewis was also lauded by Secretary of Labor James P. Mitchell for his contributions to the furtherance of free collective bargaining. Said the Secretary:

I would like to say publicly that here we have in this industry, due in large measure to the foresightedness of Mr. Lewis, a stability, a level of wages, a level of productivity, that is unmatched in any other industry in our country. I only wish that labor and management in some of the other basic industries would take a lesson from the Mine Workers and their employers and devote themselves to the improvement of industrial relations and the improvement of relationships between workers and employers as has been done in this industry.

That Mr. Lewis' new title was not synonymous with retirement from union affairs was apparent by his active participation in the convention debates. This point was further underscored by President Kennedy who told the delegates: ". . . in my book, John L. Lewis will continue to be the boss of the United Mine Workers of America."

### Industry Matters

Of more than passing interest to the delegates were reports detailing the union's efforts to strengthen the economic position of the coal industry in meeting the challenge of competing fuels. In response to a call by Mr. Lewis for a "common voice for coal," representatives for the coal producers, mining equipment manufacturers, coal-carrying railroads, and coal-burning utilities joined with the UMWA in 1959 to create the National Coal Policy Conference, Inc., for the primary purpose of establishing a national fuels policy. Since that time, several bills have been introduced in Congress for a Joint Committee on a National Fuels Policy (1) to study present and future do-

mestic fuel needs and resources and (2) to recommend to the Congress proposals for an overall fuels policy, but so far no legislative action has been taken. Another longtime goal, however, was realized when on July 7, 1960, President Eisenhower signed a bill establishing an Office of Coal Research in the U.S. Department of the Interior, entrusted with the task of developing new and more efficient methods of mining and utilizing coal.

Antedating these efforts, the delegates were reminded, was the union's unprecedented action in the field of labor-management relations when it actively began to promote the sale of coal by forming a Research and Marketing Department. The union's entry into a field normally reserved for management has apparently met with industry approval, as evidenced by various cooperative efforts to strengthen coal's competitive position.

### Other Business

*Resolutions.* To alleviate the problem of unemployment in mining areas, brought about by the increased use of machinery to raise productivity and by a drop in coal sales caused by inroads by other fuels, the convention approved a resolution urging Federal legislation to extend unemployment benefits for "as long as a man is out of work." The union, while deploring the President's refusal to sign "depressed area" bills passed by the 85th and the 86th Congress, was short on specific solutions of its own. Its single resolution on this subject asked that "some plan be devised to help miners in distress areas." A proposal for a UMWA-sponsored program to train unemployed miners for jobs in other industries was defeated; instead, the delegates approved a resolution offering to cooperate with Federal and State agencies in such an undertaking.

Among other resolutions adopted by the convention was one calling for a "Buy American" campaign and one advocating the "immediate repeal" of the Taft-Hartley Act. Proposals for a Federal workmen's compensation law and for stricter Federal and State safety programs won strong endorsements. The question of reaffiliating with the AFL-CIO was settled, as at the previous convention in 1956, by leaving the ultimate decision in the hands of the International Executive Board.

*Collective Bargaining.* Specific collective bargaining demands were not formulated by the delegates. Instead, as in previous years, all contract resolutions were referred to a national policy committee which was authorized to negotiate and ratify future contracts. The committee is made up of international officers, the executives from each district, and for the first time, rank-and-file members.

The more than 1,300 bargaining proposals submitted by local unions included, among others, demands for a clarification of existing seniority systems, holidays with pay, increases in vacation payments, and liberalization of welfare and pension benefits.

### Convention Speakers

In addition to Secretary of Labor Mitchell, the delegates heard speeches by M. J. Ankeny, Director, Bureau of Mines, and two members of the UMW now in public service: Lewis Evans, Secretary, Pennsylvania Department of Mines and Minerals; and Patrick Conroy, Labor Attaché, Canadian Embassy. Fraternal greetings customarily sent by other labor organizations in the United States or abroad were not read to the delegates, nor were they noted in the proceedings of the convention.

—HARRY P. COHANY

Division of Wages and Industrial Relations

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## Dues and Fee-Charging Arrangements of Labor Unions

**EDITOR'S NOTE.**—*The following article was excerpted from A Report of the Bureau of Labor-Management Reports, Fiscal Year 1960 (U.S. Department of Labor, 1960). Minor changes in the text and renumbering of tables were necessary for editorial purposes.*

THE Labor-Management Reporting and Disclosure Act of 1959 relies heavily upon the principles of reporting and disclosure to eliminate abuses in the labor-management field. Section 201(a) of the 1959 act requires each labor organization subject to its provisions to adopt a constitution and bylaws and to file these documents and a report describing the union's structure and procedures with the Secretary of Labor. To carry out this purpose, the Secretary prescribed the Labor Organization Information Report Form LM-1. The act not only provides that reports shall be made public but also that the Secretary of Labor may use the information and data for statistical purposes and compile and publish such studies, analyses, reports, and surveys based thereon as he may deem appropriate.

Because the Labor Organization Information Report was the only one for which reasonably complete returns could be expected by the end of fiscal year 1960, the Bureau of Labor-Management Reports, the agency created to administer the statute, decided to concentrate on these statistics in preparing its first annual report. Approaching this task so soon after the formation of the new Bureau was recognized to entail a formidable challenge. This stemmed from a number of conditions. The report form was primarily designed to obtain the information required by the act rather than as a questionnaire to get statistics. The type of data which the report form required had not previously been explored on such a vast scale, and no firm guidelines of acceptability were available. There was no time to conduct pretests to sharpen definitions and instructions. In the large body of labor organizations covered by the act were many with meager, if any, experience in answering questionnaires; and many replies were ambiguous or irrelevant. Many of the clear and unambiguous reports may possibly contain inaccuracies. With limited time and staff, the Bureau has been unable to verify all of the data in the reports themselves. Despite these limitations, the Bureau extracted from the reports filed between December 14, 1959, and June 30, 1960, some of

TABLE 1. DUES: DISTRIBUTION OF REPORTING LOCAL UNIONS, BY THE AMOUNT OF DUES, JUNE 30, 1960

Amount of dues (per month)	Number of local unions with a—	
	Prevailing fee <sup>1</sup>	Maximum fee
Total.....	39,650	8,997
No dues required.....	847	—
Less than \$1.00.....	891	1,266
\$1.00 to \$1.99.....	1,940	2,019
\$2.00 to \$2.99.....	4,277	1,713
\$3.00 to \$3.99.....	11,004	1,941
\$4.00 to \$4.99.....	9,157	972
\$5.00 to \$5.99.....	5,705	335
\$6.00 to \$9.99.....	2,547	483
\$10.00 to \$24.99.....	444	63
\$25.00 to \$35.00.....	5	4
Amount not determinable <sup>2</sup> .....	2,188	201
Amount not reported.....	648	—

<sup>1</sup> Local unions which reported a prevailing figure for dues and a range of dues were tabulated only by the prevailing figure for dues.

<sup>2</sup> Amount of dues has not been established or is based upon some variable, such as earnings, and no average or prevailing amount was reported.

the data which could be summarized in statistics. The product of this work is presented in the accompanying tables, which present data on dues and fees that local labor organizations collect from their members. The source of these figures, which are preliminary, is the information entered in item 7a-d of the LM-1 report form, which relates to four types of fees and dues that are customarily collected: initiation fees, transfer fees, work permit fees, and dues or similar periodic payments.

For each of these types of payments, space was provided for three separate figures to be entered: the prevailing or going fee, if applicable; the minimum fee; and the maximum fee. Some labor organizations make provision for collecting all three types of payments from different classes of members, such as apprentices and specific occupational classifications. In many cases, the local labor organization is empowered to set its fees and dues between specified minimum and maximum limits, but in practice, it establishes a uniform amount which the entire membership pays. In other cases, local unions set either minimum or maximum fees which are collected.

In the tables, prevailing dues and fees have been tabulated as reported, either as the sole entry or in conjunction with minimum and maximum fees. For unions which provided all three figures, the minimum and maximum fees were not tabulated in view of the availability of a representative prevailing fee. For labor organizations which reported no prevailing fee and only minimum and maximum fees, the latter fee was tabulated because the liability of the member was limited only by the maximum.

The number of unions shown in each of the tables is an unduplicated count. The figures appearing in the prevailing fee column and those in the maximum fee column are mutually exclusive. It is not to be assumed that the unions setting their dues structures in terms of minimum and maximum fees necessarily collect higher payments than unions which have set prevailing fee requirements.

Two types of payments, initiation fees and transfer fees, are single time payments. Dues are collected periodically, however, as are work permit fees in the instances where these are charged. Accordingly, in conjunction with the amounts of work permit fees and dues, the time interval was also requested by the report form. Most labor organizations collect fees and dues monthly. However, a small number of other organizations collect dues or fees weekly, biweekly, semimonthly, quarterly, semiannually, or annually. When the payments were for periods other than a month, they were converted to monthly equivalents so that the data could be presented in uniform monthly class intervals in more meaningful terms. These conversions do have some limitations. Translating annual, semiannual, quarterly, or semimonthly dues and fees into monthly terms is relatively simple, but for other time periods (such as hourly, daily, or weekly) the conversion factors selected introduce some error in the monthly equivalents.

Table 1 presents a summary of the amount of dues, grouped in class intervals, collected from members by local unions and the number of unions associated with each class. Of the 48,647 local unions reporting, about 6 percent could not be classified because they either failed to report fully or based their dues upon a variable which could not be translated into a specific dollars-and-cents amount.

A typical case would be a local union which bases dues on a percentage of weekly earnings; another would be dues based on a period of time worked, such as an hour's pay per week or month.

Over 800 local unions reported that they collected no periodic dues payments from their members. In some of these cases, the local union supported itself by levying assessments from time to time as funds were needed for the operations of the union. In a large number of these cases, the local itself did not collect any dues and re-

ported no dues payments because the dues were paid directly to an intermediate body, such as a joint board, which then remitted part of the payment to the local for local functions. In some of these cases, the locals reported the dues which were paid to the joint board; in other situations, they reported "none" under the heading of dues payments. In still other cases, the local was in process of dissolution and so did not collect dues, or the local consisted of older or inactive members who retained the local charter to protect rights under welfare funds or for sentimental or strategic reasons. Finally, there are a number of situations in which it is doubtful that the reporting organization would even constitute a labor organization within the meaning of the act. Many peripheral organizations, to be on the safe side, filed reports which have not yet been culled from the files. Thus reports have been received from recreational, social, and other organizations composed of union members.

The dues-paying arrangements between labor organizations and members vary greatly from one union to another. In some cases, dues are paid by members to the international union, which in turn remits a specified amount to the local unions. Dues-paying practices in the union field represent a subject for further research. In many of the LM-1 reports, there is some uncertainty as to the exact definitions of dues reported. The act states that every labor organization shall file a report containing information on "the regular dues or fees or other periodic payments required to remain a member of the reporting labor organization." In their reports, local unions variously interpreted this instruction. Some reported the full amounts they collected from their members, including such assessments as payments for union death benefits, health insurance plans, and payments into certain funds. Other local unions reported some of these categories only; still others were more selective and limited their payments to dues per se, even though the question called for reporting of not only regular dues or fees but other periodic payments as noted above. It should also be noted that some unions base their dues upon a percentage of earnings. In unions which do this, there was no consistent reporting pattern. Some of them reported that their dues were based upon a percentage of earnings, and these were put into the category of "not determinable." Others took the percentage

figure and applied it to the earnings of their membership and entered this absolute figure in the dues column. For the most part, the figures entered in the dues section of the report form were accepted even though their exact composition was not described.

Of the 44,766 local unions which reported the collection of dues in determinable amounts, 35,970 specified that they have a single or prevailing rate, whereas 8,796 had no established single rate but did have a maximum. The amount of the prevailing fee varied from less than \$1 a month upward. More unions collected dues of \$3 to \$3.99 a month than any other amount, with 11,000, or 30 percent, being represented. Of the unions which reported specific amounts of dues, more than half had a rate of less than \$4 per month. The smallest dues class, less than \$1, was the amount set by 2 percent of the unions; only a little over 1 percent collected dues of as much as \$10 per month or over.

With respect to 8,796 local unions which in lieu of prevailing dues fees reported a range of fees to apply, only the maximum fee is shown in table 1. More than half of these unions limited their max-

TABLE 2. INITIATION FEES: DISTRIBUTION OF REPORTING LOCAL UNIONS, BY THE AMOUNT OF INITIATION FEE, JUNE 30, 1960

Amount of initiation fee	Number of local unions with a—	
	Prevailing fee <sup>1</sup>	Maximum fee
Total.....	38,823	9,824
No initiation fee required.....	1,905	14
Less than \$1.00.....	179	152
\$1.00.....	1,291	101
\$1.01 to \$1.99.....	68	285
\$2.00.....	1,956	66
\$2.01 to \$2.99.....	185	435
\$3.00 to \$3.99.....	1,365	84
\$4.00 to \$4.99.....	388	1,464
\$5.00.....	9,625	408
\$5.01 to \$9.99.....	1,858	1,974
\$10.00.....	5,372	716
\$10.01 to \$14.99.....	381	870
\$15.00.....	1,861	657
\$15.01 to \$24.99.....	939	802
\$25.00.....	2,047	495
\$25.01 to \$49.99.....	808	451
\$50.00.....	2,648	298
\$50.01 to \$99.99.....	1,319	138
\$100.00.....	1,340	75
\$100.01 to \$149.99.....	593	35
\$150.00.....	610	14
\$150.01 to \$199.99.....	164	9
\$200.00.....	472	7
\$200.01 to \$249.99.....	86	14
\$250.00.....	177	58
\$250.01 to \$500.00.....	325	11
\$500.01 to \$1,400.00.....	17	169
Amount not determinable <sup>2</sup> .....	442	
Amount not reported.....	402	

<sup>1</sup> Local unions which reported both a prevailing fee and range of fees were tabulated only by prevailing fee.

<sup>2</sup> Amount of fee has not been established or is based upon some variable, such as earnings, and no average or prevailing fee was reported.

imum dues to less than \$3 per month. The largest group of unions, almost a quarter of those setting a maximum fee, vary between specified maximum limits of \$1 to \$1.99. Almost 15 percent collected less than \$1 per month, whereas only a little over 10 percent collected \$5 or more.

Table 2 presents data on initiation fees, showing the number of local unions with fees in each of several class intervals. Initiation fees represent payments required from persons seeking admission to a union. A number of local unions reported that they did not charge any initiation fee. This, of course, represented the true situation on a permanent basis in many of these unions, but it is also known that unions often suspend the initiation fee requirement during organizing campaigns, and to the extent that the report from the union was made out during such a period, they may well have reported "none" in this circumstance, although ordinarily they would have an initiation fee. The ambiguities associated with the figures for initiation fees are thus similar to those mentioned in the discussion of dues.

TABLE 3. TRANSFER FEES: DISTRIBUTION OF REPORTING LOCAL UNIONS, BY THE AMOUNT OF TRANSFER FEE, JUNE 30, 1960

Amount of transfer fee	Number of local unions with a—	
	Prevailing fee <sup>1</sup>	Maximum fee
Total.....	47,872	775
No transfer fee required.....	39,312	—
Less than \$1.00.....	697	520
\$1.00.....	1,141	31
\$1.01 to \$1.99.....	74	39
\$2.00.....	343	15
\$2.01 to \$2.99.....	234	16
\$3.00 to \$3.99.....	577	15
\$4.00 to \$4.99.....	314	7
\$5.00.....	419	16
\$5.01 to \$9.99.....	222	5
\$10.00.....	187	1
\$10.01 to \$14.99.....	98	0
\$15.00.....	75	0
\$15.01 to \$24.99.....	66	1
\$25.00.....	97	0
\$25.01 to \$49.99.....	59	1
\$50.00.....	72	0
\$50.01 to \$99.99.....	38	0
\$100.00.....	72	0
\$100.01 to \$149.99.....	27	3
\$150.00.....	27	3
\$150.01 to \$199.99.....	7	0
\$200.00.....	25	10
\$200.01 to \$249.99.....	3	2
\$250.00.....	23	5
\$250.01 to \$500.00.....	55	25
\$500.01 to \$1,400.00.....	6	1
Amount not determinable <sup>2</sup> .....	1,659	56
Amount not reported.....	1,943	—

<sup>1</sup> Local unions which reported both a prevailing fee and a range of fees were tabulated only by prevailing fee.

<sup>2</sup> Amount of fee has not been established or is based upon some variable, such as earnings, and no average or prevailing fee was reported.

Some initiation fees are single-time payments; although some unions permit the amounts to be paid in installments, they are likely to be quite sizable. Of the 45,729 local unions which furnished determinable amounts for initiation fees, 36,074 reported prevailing fees and 9,655 reported maximum fees.

Of these local unions which reported a prevailing initiation fee, 22,287, or over three-fifths, collected \$10 or less. More than a quarter of the reporting unions had \$5 initiation fees. Slightly over 10 percent of the local unions with prevailing initiation fees reported fees of \$100 or more.

Of the local unions which reported maximum limits for initiation fees, slightly over half set these amounts at \$10 or less. Fewer than 10 percent of all local unions setting maximum limits set them at over \$50.

Table 3 presents data on the amounts of transfer fees collected by local unions. These fees, like initiation fees, typically represent single-time payments and are levied by some locals when a member transfers from one local to another in the same international. The charge is customarily made by the local into which the member transfers. Often the amount of the transfer fee is set as the difference between the initiation fee originally paid and that charged by the local union gaining the member. In some of the unions which reported "none" as to the matter of transfer fees, this answer was given because no transfer fee was charged when both locals had the same initiation fee. The reports showed that only a small proportion collect transfer fees. Out of a total of 48,647 local unions, less than 12 percent gave specific dollars-and-cents amounts for transfer fees they collected. Of this number, 4,958 local unions set prevailing amounts and 719 indicated maximum limits. An additional 7 to 8 percent either failed to respond to the inquiry or gave answers that could not be translated into a specific dollars-and-cents amount.

Among the local unions that reported prevailing amounts for transfer fees, more than half set them at less than \$3, and 37 percent at \$1 or less. About 5 percent of the local unions collecting transfer fees in prevailing amounts reported them to be \$100 or more. Of the local unions that set transfer fees in terms of maximum dollars-and-

TABLE 4. WORK PERMIT FEES: DISTRIBUTION OF REPORTING LOCAL UNIONS, BY THE AMOUNT OF WORK PERMIT FEE, JUNE 30, 1960

Amount of work permit fee (per month)	Number of local unions with a—	
	Prevailing fee <sup>1</sup>	Maximum fee
Total.....	48, 112	535
No fee required.....	42, 173	—
Less than \$1.00.....	148	26
\$1.00 to \$1.99.....	305	76
\$2.00 to \$2.99.....	650	104
\$3.00 to \$3.99.....	827	118
\$4.00 to \$4.99.....	763	71
\$5.00 to \$5.99.....	668	49
\$6.00 to \$9.99.....	447	55
\$10.00 to \$24.99.....	247	26
\$25.00 to \$49.99.....	136	6
\$50.00 to \$147.75.....	104	3
Amount not determinable <sup>2</sup> .....	490	1
Amount not reported.....	1, 154	—

<sup>1</sup> Local unions which reported a prevailing fee and a range of fees were tabulated only by the prevailing fee.

<sup>2</sup> Amount of fee has not been established or is based upon some variable, such as earnings, and no average or prevailing fee was reported.

cents limits, more than 75 percent reported the figure to be \$1 or less.

Table 4 shows the responses of local unions to the inquiry about fees required for work permits. As a rule, work permits are used when demands are made on unions to expand the supply of workers during periods of temporary shortage. The union grants permits to non-members to work at jobs normally filled by union workers and it charges in return a work permit fee. It is also customary in some unions to charge a permit fee to a member of another local of the same international pending completion of arrangements for the transfer of his membership to the charging local, as well as to charge permit fees to members of other locals who wish to work temporarily in the jurisdiction of the charging local but who do not wish to transfer their membership. Some unions apply these charges

toward payment of the initiation fee, so that, if the job is of sufficient duration to permit the initiation fee to be paid in full, the worker is admitted to union membership.

In the situations where the permit fee is a method of collecting the initiation fee on installments, there was no consistent method of reporting by the unions. Some of the unions which followed this system reported only the permit payments; others made no reference to the permit payments and simply listed the total initiation fee under the initiation fee designation; and in still other cases, entries were made under both headings, so that there is a possibility of duplication in these instances. Work permit fees, like dues, are customarily collected on a periodic basis.

About 11 percent of the reporting local unions had a practice of levying work permit charges. Of those unions which charged specific dollar amounts, 4,295 reported prevailing fees, and 534 reported maximum fees. Almost 63 percent of the local unions reporting prevailing fees charged less than \$5 a month, and less than 12 percent charged \$10 or more. Of the local unions which set maximum fee limits for work permit fees, about 60 percent reported that they amounted to less than \$4 per month. Only 7 percent of the locals reported their maximum work permit fees to be \$10 or more per month.

In considering these statistical tables and the foregoing discussion, it must be emphasized that all the statistics are preliminary. The statistics are based upon information in reports filed by labor organizations, many of which are inexperienced in this type of reporting. The statistics will be further refined and clarified as the Bureau acquires more experience under the reporting requirements of the act.

## Earnings in the Banking Industry, Mid-1960

AVERAGE straight-time weekly earnings of women employed as experienced commercial and/or savings tellers in the banking industry ranged from \$62 in Providence to \$84.50 in New York City among the 27 areas studied by the Bureau of Labor Statistics in mid-1960.<sup>1</sup> Averages for men in the same occupation with the same minimum experience (5 or more years) ranged from \$76 in Miami and Providence to \$101 in Milwaukee. In this occupation, as in other nonsupervisory office occupations selected for study, there was a considerable spread in individual earnings within each labor market area. For example, in many occupations studied, some employees in areas with the lowest level of earnings (as measured by the average for all employees in the occupation) earned more than some employees in the same occupation in the area with the highest average weekly earnings.

Bank employees in each area studied typically received paid holidays, paid vacations, and various forms of insurance benefits. A majority in 22 areas were employed in establishments with 40-hour workweek schedules; in the five areas of the Northeast, shorter schedules were the rule.

### Industry Characteristics

Total banking employment in mid-1960 among the 27 labor markets selected for study ranged from slightly more than 2,000 in Memphis to 72,000 in New York City. Fewer than 5,000 employees were found in 15 areas; 5 areas had from 5,000 to 10,000; and 7 areas had over 10,000 working in the industry. New York City, the leading banking center, accounted for slightly more than one-fourth of the 272,000 employees within the scope of the 27-area survey. Almost 70 percent of the survey employment was concentrated in seven areas (New York City, Los Angeles-Long Beach, Chicago, San Francisco-Oakland, Boston, Philadelphia, and Detroit).

Nonsupervisory office employees, the group from which occupations were selected for study, constituted almost four-fifths of the total employment of banks within the scope of the survey. Women

represented from three-fifths to four-fifths of the office workers in each area except New York City, where 45 percent were men.

Formally established rate structures providing for a range of rates for each job category were reported by banks employing a majority of employees in all areas except Kansas City, Providence, and eight of the nine southern areas (excluding Dallas). In nearly all the exceptions, salaries were determined primarily by the qualifications of the individual employees.

Labor-management contracts covering wages and working conditions of nonsupervisory office employees were reported by banks in only 3 of the 27 areas.<sup>2</sup> Approximately three-fifths of the employees in Milwaukee, a third in Seattle, and nearly a sixth in the Newark and Jersey City area were in banks having contracts covering a majority of their employees.

Although banks may perform such allied services as the rental, operation, and maintenance of buildings, stock brokerage and travel services, or insurance operations, the proportion of the work force in mid-1960 engaged full time in such activities amounted to less than 5 percent in nearly all areas.

### Occupational Earnings

Average weekly earnings of employees in the occupations listed in table 1 were generally highest in New York City, Chicago, Los Angeles-Long Beach, and San Francisco-Oakland, and lowest in Providence, St. Louis, and the areas of the South (except Houston and Washington, D.C.).

In practically all areas, the largest number of tellers were employed as commercial and/or savings tellers, who service customers' checking and sav-

<sup>1</sup> Average weekly earnings, as used in this report, are based on hours for which employees receive their regular straight-time salaries. The survey covered commercial and stock savings banks and mutual savings banks (industry groups 602 and 603 as defined in the 1957 edition of the Standard Industrial Classification Manual prepared by the Bureau of the Budget). Banks having fewer than 20 employees in the labor market area at the time the survey lists were compiled were excluded.

Detailed reports for each area studied and the job descriptions used in classifying workers in the selected occupations are available upon request. For the areas covered and the payroll periods concerned, see footnote 2, table 1.

A more comprehensive account of this survey is presented in forthcoming BLS Report 179, *Wage Structure: Banking Industry, Mid-1960*.

<sup>2</sup> All nonsupervisory office employees were considered to be covered by an agreement if the terms of one or more agreements applied to a majority in the establishment. Similarly, if fewer than half of the employees were covered by an agreement, that establishment and all of its employees were classified as not being covered.

ings accounts. Average weekly salaries for women employed in this occupation with less than 5 years of service with their present employer ranged from \$49.50 in Providence to \$71.50 in Detroit. Averages for men similarly employed were from \$59 in Atlanta to \$80 in Chicago.

Note tellers, who perform operations required for collection of exchange charges and payments on notes, drafts, rents, and contracts for deeds, had higher average weekly earnings than commercial and/or savings tellers in most areas. Average weekly earnings for men note tellers with 5 or more years of service, generally the highest paid occupation studied, ranged from \$75.50 in Providence to \$106 in Chicago. Area averages for women in the same occupation ranged from \$66 in Providence to \$89.50 in Washington, D.C.

In a majority of the areas where comparisons could be made, average weekly earnings of all around tellers, whose duties are a combination of those performed by the other two teller classifications, were exceeded by the averages for note tellers. The relative earnings position of commercial and/or savings tellers and all-round tellers

varied among areas for which averages for both occupations were available.

Like tellers, proof-machine operators, who sort checks, debits, credits, and other items by machine, and transit clerks, who process checks for return to banks on which they were drawn, are in occupations particularly identified with banking and other financial institutions. Lower requirements of training and responsibility for these occupations, as compared with tellers, are reflected in their salaries. Average weekly earnings for women proof-machine operators ranged from \$48 in Providence to \$69 in New York City. The lowest area average for men proof-machine operators was \$49 in St. Louis; the highest, \$72.50 in New York City. In most areas for which averages were available, earnings of women transit clerks were below the average for women proof-machine operators.

Women working as routine (class B) bookkeeping-machine operators, numerically the most important occupation surveyed, had average weekly earnings ranging from \$49 in Providence to \$65 in Chicago and New York City. Secretaries,

TABLE 1. AVERAGE WEEKLY EARNINGS<sup>1</sup> FOR EMPLOYEES IN SELECTED NONSUPERVISORY OFFICE OCCUPATIONS IN BANKING ESTABLISHMENTS, 27 AREAS, MID-1960<sup>2</sup>

Occupation and sex	Northeast					South									
	Boston	Newark and Jersey City	New York City	Philadelphia	Providence	Atlanta	Balti-more	Dallas	Hous-ton	Louis-ville	Mem-phs	Miami	New Orleans	Wash-ington	
MEN															
Proof-machine operators.....	\$59.00	\$59.50	\$72.50	\$56.00	\$55.50	\$54.50	\$59.00	\$50.00	-----	-----	-----	-----	-----	-----	-----
Tabulating-machine operators, class B.....	73.50	70.50	83.00	74.50	72.00	63.00	70.50	-----	-----	-----	-----	-----	-----	-----	-----
Tabulating-machine operators, class C.....	57.50	69.00	66.50	59.50	-----	-----	55.00	-----	-----	-----	-----	-----	-----	-----	-----
Tellers, all-round:	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
Under 5 years' service.....	-----	-----	75.00	-----	55.50	-----	-----	68.00	\$68.50	\$60.50	-----	\$63.00	-----	-----	\$70.00
5 or more years' service.....	70.00	98.00	95.50	-----	68.50	-----	-----	-----	89.50	75.00	-----	-----	-----	-----	-----
Tellers, note:	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
Under 5 years' service.....	77.00	80.00	80.50	-----	66.00	72.50	70.50	79.50	89.00	-----	-----	68.00	-----	-----	-----
5 or more years' service.....	94.00	98.50	92.50	91.50	75.50	81.00	98.00	83.50	98.50	91.00	-----	-----	\$100.50	-----	95.50
Tellers, commercial and/or savings:	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
Under 5 years' service.....	71.50	68.00	70.50	67.00	60.00	59.00	62.50	66.50	78.50	67.00	-----	67.00	71.00	-----	67.00
5 or more years' service.....	92.50	94.50	93.00	90.50	76.00	-----	81.00	88.50	88.50	85.50	-----	76.00	88.00	-----	87.50
Transit clerks.....	54.00	59.00	67.00	-----	-----	-----	-----	55.50	-----	-----	-----	-----	-----	-----	-----
WOMEN															
Bookkeeping-machine operators, class A.....	61.50	68.00	71.50	60.50	-----	64.00	67.00	60.50	62.00	62.50	\$64.00	57.00	54.00	-----	75.00
Bookkeeping-machine operators, class B.....	56.50	59.00	65.00	53.00	49.00	55.00	51.50	53.50	58.50	50.50	50.00	53.00	53.50	-----	58.50
Clerks, file, class A.....	67.50	-----	69.50	64.00	-----	74.00	-----	54.50	-----	-----	-----	56.00	-----	-----	68.50
Clerks, file, class B.....	54.00	50.50	62.00	52.50	48.00	49.00	47.50	48.50	49.00	45.50	48.00	48.00	-----	47.50	54.50
Keypunch operators.....	56.50	62.50	67.50	55.00	-----	61.50	53.50	58.00	66.00	-----	55.00	-----	54.00	-----	-----
Proof-machine operators.....	59.00	58.00	69.00	55.00	48.00	55.00	49.50	52.50	62.00	50.00	50.00	55.50	55.50	-----	60.00
Secretaries.....	77.50	84.50	91.00	76.00	69.00	76.00	70.00	77.50	83.00	69.00	70.00	73.00	75.00	-----	79.50
Stenographers, general.....	64.50	65.50	71.00	63.00	57.00	61.50	56.50	68.00	67.50	55.50	54.00	60.50	71.00	-----	66.50
Switchboard operators.....	61.50	63.50	71.00	62.00	57.50	59.50	57.50	60.00	65.00	52.50	59.00	56.50	57.50	-----	65.00
Tellers, all-round:	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
Under 5 years' service.....	56.50	-----	-----	-----	-----	60.50	52.50	-----	66.00	55.50	-----	57.00	-----	-----	-----
5 or more years' service.....	-----	75.50	-----	-----	-----	70.00	-----	71.50	-----	67.00	-----	65.50	-----	-----	-----
Tellers, note:	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
Under 5 years' service.....	69.00	72.00	75.00	-----	54.00	67.00	-----	64.00	69.50	-----	-----	62.50	57.00	-----	69.00
5 or more years' service.....	76.50	81.00	89.00	75.50	66.00	76.50	-----	70.00	79.50	-----	-----	70.50	71.50	-----	80.50
Tellers, commercial and/or savings:	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
Under 5 years' service.....	60.50	65.50	69.00	63.00	49.50	58.50	53.50	59.00	71.00	57.50	57.50	61.50	62.00	-----	66.00
5 or more years' service.....	72.50	76.00	84.50	78.50	62.00	69.50	64.00	69.00	80.50	64.00	67.00	73.00	71.50	-----	78.50
Transit clerks.....	54.00	-----	59.50	-----	-----	50.00	49.00	-----	-----	-----	46.00	52.00	50.00	-----	62.00
Typists, class A.....	63.50	-----	69.50	-----	-----	57.50	57.00	58.50	74.00	-----	-----	-----	-----	-----	68.50
Typists, class B.....	56.50	55.00	62.50	53.00	52.00	52.00	51.00	49.00	60.00	48.50	46.00	50.50	-----	-----	58.50

See footnotes at end of table.

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TABLE 1. AVERAGE WEEKLY EARNINGS<sup>1</sup> FOR EMPLOYEES IN SELECTED NONSUPERVISORY OFFICE OCCUPATIONS IN BANKING ESTABLISHMENTS, 27 AREAS, MID-1960<sup>2</sup>—Continued

Occupation and sex	North Central								West				
	Chicago	Cincinnati	Detroit	Indianapolis	Kansas City, Mo.	Milwaukee	Minneapolis-St. Paul	St. Louis	Denver	Los Angeles-Long Beach	Portland	San Francisco-Oakland	Seattle
MEN													
Proof-machine operators.....	\$66.00						\$54.00	\$49.00					
Tabulating-machine operators, class B.....	89.00					\$75.50	77.00		\$83.00	\$82.00		\$86.50	
Tabulating-machine operators, class C.....			\$71.00									78.50	
Tellers, all-round:													
Under 5 years' service.....	90.50		64.50		\$78.00			90.00	70.50			90.50	
5 or more years' service.....	95.50												
Tellers, note:													
Under 5 years' service.....	89.50		78.50	\$76.50	74.50	94.50	88.50	80.00	91.00	82.50		81.50	\$85.00
5 or more years' service.....	106.00	\$98.00		91.00	89.00	103.50	99.00	95.50	101.00	94.00	\$97.00	94.00	
Tellers, commercial and/or savings:													
Under 5 years' service.....	80.00	72.50	73.00	67.00	75.50	74.00	65.50	68.50		72.00		74.00	
5 or more years' service.....	97.50	85.50		81.50	84.50	101.00	94.00	85.00	92.50	92.00		95.50	
Transit clerks.....	67.00				52.50			53.00					
WOMEN													
Bookkeeping-machine operators, class A.....	79.50		67.50	67.00	63.00	71.00	64.00	58.00	68.00				\$67.50
Bookkeeping-machine operators, class B.....	65.00	56.00	59.00	55.00	56.50	56.50	54.00	51.50	57.00	61.00	59.50	62.50	59.00
Clerks, file, class A.....	71.50							58.00		69.50			70.00
Clerks, file, class B.....	60.50	52.50	57.00		49.50	49.50	50.00	47.00	51.50	58.50		61.00	54.50
Key-punch operators.....	68.00		65.00	56.00	61.00	57.50	54.00	53.00	58.00	75.00		70.50	64.50
Proof-machine operators.....	63.00	56.00	62.50	53.00	54.50	56.00	52.50	52.00	58.00	60.00	60.50	65.50	58.50
Secretaries.....	87.50	83.50	85.00		78.00	88.50	80.00	72.00	81.50	91.00	86.00	85.50	84.50
Stenographers, general.....	74.00	61.50	72.00		66.00	63.00	61.50	59.50	71.00	78.50	67.00	76.50	72.00
Switchboard operators.....	69.00	64.00	66.50	60.00	57.00	59.00	59.00	58.50	60.50	69.00	61.50	70.00	67.00
Tellers, all-round:													
Under 5 years' service.....	76.50		59.00		62.50				61.00		60.50		70.50
5 or more years' service.....	92.00		73.00		72.00	81.00		68.00	68.00		73.50		81.50
Tellers, note:													
Under 5 years' service.....	78.50	68.00	64.50		63.50	63.50	65.00	62.50	63.00	77.00		71.50	67.50
5 or more years' service.....	82.50	76.00	77.00		76.50	79.50	74.00	73.00	80.50	85.50	80.50	85.00	78.00
Tellers, commercial and/or savings:													
Under 5 years' service.....	68.00	61.00	71.50	58.50	60.50	63.50	60.50	58.00	67.00	70.00		69.00	64.00
5 or more years' service.....	79.00	75.50	84.00	68.00	71.50	78.00	71.00	67.50	72.50	82.00	74.50	80.00	75.50
Transit clerks.....	67.00		56.50		48.50		51.00	48.00	52.00	81.00			61.00
Typists, class A.....	71.50		73.00		62.00	55.50		54.00		71.00		73.50	
Typists, class B.....	66.00	55.00	59.50		53.50	52.00	54.00	48.50	57.50	62.00		66.00	59.50

<sup>1</sup> Average weekly earnings are based on hours for which employees receive their regular straight-time pay.

<sup>2</sup> Data relate to May 1960 in Baltimore, Cincinnati, Dallas, Denver, Kansas City, Louisville, Memphis, Miami, Newark and Jersey City, New Orleans, Philadelphia, Portland, St. Louis, San Francisco-Oakland, Seattle, and Washington; June 1960 in Atlanta, Boston, Chicago, Detroit, Houston, Indianapolis, Los Angeles-Long Beach, Minneapolis-St. Paul, New York City, and Providence; and July 1960 in Milwaukee. The areas are the Standard Metropolitan Statistical Areas except Chicago (Cook County), Newark and Jersey City (Essex, Hudson, Morris, and Union Counties), New York City (the 5 boroughs), and Philadelphia (Philadelphia and Delaware Counties, Pa., and Camden County, N.J.).

Note: Dashes indicate no data reported or data that do not meet publication criteria.

earning from \$69 a week in Louisville and Providence to \$91 in Los Angeles-Long Beach and New York City, usually had the highest occupational averages for women. Routine (class B) file clerks, generally the lowest paid in each area, averaged from \$45.50 per week in Louisville to \$62 in New York City.

Reflecting at least in part the predominant use of formalized wage structures with a range of rates, individual salaries of employees varied considerably within the same occupational classification and labor market area. As illustrated in the following tabulation of earnings of women bookkeeping-machine operators (class B) in five selected areas, the variation in individual salaries was sufficiently great that the salaries of some employees in areas with comparatively low average salaries exceeded those of some employees in areas with markedly higher averages.

Number of women bookkeeping-machine operators (class B) earning specified salaries in—

	Providence	Atlanta	Detroit	San Francisco-Oakland	New York City
Under \$45.00.....	42	6	15		
\$45.00 and under \$50.00.....	83	67	35	8	
\$50.00 and under \$55.00.....	48	63	168	121	185
\$55.00 and under \$60.00.....	28	65	154	252	410
\$60.00 and under \$65.00.....	2	40	220	447	971
\$65.00 and under \$70.00.....		14	95	229	712
\$70.00 and under \$75.00.....		5	23	93	337
\$75.00 or more.....		3	3	46	237
Total number of workers.....	203	263	713	1,196	2,852
Average weekly salaries.....	\$49.00	\$55.00	\$59.00	\$62.50	\$65.00

### Establishment Practices

Data were also obtained on work schedules and selected supplementary benefits, including paid holidays and vacations and health, insurance, and pension plans for nonsupervisory office employees (table 2).

**Scheduled Weekly Hours.** A majority of the employees in all areas, except those in the five Northeast areas, were in banks with 40-hour work-week schedules. Approximately three-fifths of the employees in Boston, about seven-tenths in Philadelphia, and approximately nine-tenths of the employees in the other three Northeast areas were in banks scheduling workweeks of 37½ hours or less. About three-fifths of the employees in New York City and two-fifths in Newark and Jersey City were in banks scheduling 35 hours. None of the establishments in the 27 areas had work schedules of more than 40 hours. In 18 of the 22 areas where 40-hour workweeks were the

prevailing pattern, some employees were in banks scheduling less than 40 hours.

**Paid Holidays.** Prevailing holiday practices ranged from 5 days annually in Atlanta and Memphis to 12 days in the Newark and Jersey City area and Philadelphia. Almost all of the employees in New York City and Providence and over half of those in Chicago and Boston were in banks granting 11 paid holidays. In Baltimore, 10 paid holidays were commonly provided, and all Detroit banks gave their employees 9 paid holidays. Employers in Western areas typically gave 7 or 8 paid holidays, which was

TABLE 2. PERCENT OF NONSUPERVISORY OFFICE EMPLOYEES IN BANKING ESTABLISHMENTS WITH FORMAL PROVISIONS FOR SELECTED SUPPLEMENTARY WAGE BENEFITS,<sup>1</sup> 27 AREAS, MID-1960

Region and city	Paid vacations <sup>2</sup>				Paid full-day holidays				Health, insurance, and pension plans <sup>4</sup>									
	Total <sup>3</sup>	2 weeks after 1 year of service	3 weeks after 15 years of service	4 weeks after 25 years of service	Total	5 or 6 days	7 or 8 days	9 or 10 days	11 days or more	Life	Accidental death and dismemberment	Sick-ness and acci-dent	Sick leave (full pay, no waiting period)	Hospi-talization	Surgical	Medi-cal	Catas-trophe	Retire-ment pen-sion
NORTHEAST																		
Boston.....	100	77	96	69	100	-----	-----	37	63	100	25	-----	10	97	97	73	73	98
Newark and Jersey City.....	100	100	100	50	100	-----	-----	-----	100	100	57	8	75	94	89	42	43	100
New York City.....	100	98	92	93	100	-----	-----	-----	100	100	34	5	72	100	89	51	87	92
Philadelphia.....	100	100	80	52	100	-----	-----	-----	100	100	23	5	36	61	60	45	51	99
Providence.....	100	100	100	-----	100	-----	-----	3	97	97	56	-----	43	100	100	100	-----	100
SOUTH																		
Atlanta.....	100	98	91	91	100	100	-----	-----	-----	97	51	2	2	69	69	67	95	91
Baltimore.....	100	100	85	7	100	-----	-----	100	-----	100	22	6	38	42	51	6	45	98
Dallas.....	100	98	22	13	100	96	2	-----	2	100	21	-----	51	100	100	43	9	68
Houston.....	100	100	29	-----	100	90	6	-----	5	100	56	-----	47	100	100	72	47	71
Louisville.....	100	100	17	17	100	3	82	-----	15	98	29	-----	-----	63	60	31	80	97
Memphis.....	100	55	18	-----	100	100	-----	-----	100	55	2	-----	100	100	66	100	91	91
Miami.....	100	100	43	36	100	100	-----	-----	-----	100	63	10	45	94	94	77	64	62
New Orleans.....	100	100	6	-----	100	100	-----	-----	-----	100	82	-----	64	100	100	83	93	45
Washington.....	100	97	93	23	100	9	60	20	2	94	48	5	54	48	48	12	26	75
NORTH CENTRAL																		
Chicago.....	100	100	90	26	94	26	7	-----	61	92	27	7	37	78	71	57	50	77
Cincinnati.....	100	100	68	3	100	100	-----	-----	-----	100	77	-----	25	69	3	3	23	100
Detroit.....	100	100	88	88	100	-----	-----	100	-----	100	23	6	77	97	97	97	85	95
Indianapolis.....	100	100	100	81	100	100	-----	-----	-----	100	34	-----	95	100	100	100	55	95
Kansas City, Mo.....	100	79	13	3	100	-----	85	15	-----	88	53	11	29	43	43	37	8	64
Milwaukee.....	100	94	93	74	100	100	-----	-----	-----	92	10	-----	53	100	97	97	87	85
Minneapolis-St. Paul.....	100	100	100	18	100	100	-----	-----	-----	97	81	8	6	97	97	97	68	97
St. Louis.....	100	99	79	8	100	-----	100	-----	-----	97	38	28	39	65	80	80	43	72
WEST																		
Denver.....	100	100	57	30	100	-----	100	-----	-----	92	36	43	30	76	76	76	40	91
Los Angeles-Long Beach.....	100	100	95	-----	100	-----	100	-----	-----	98	4	2	49	100	100	92	71	95
Portland.....	100	100	88	4	100	-----	100	-----	-----	94	10	45	51	100	100	100	-----	88
San Francisco.....	100	100	99	29	100	-----	100	-----	-----	99	45	46	53	100	100	96	92	96
Oakland.....	100	100	94	58	100	-----	100	-----	-----	100	65	8	67	100	100	100	74	78
Seattle.....	100	100	94	58	100	-----	100	-----	-----	100	65	8	67	100	100	100	74	78

<sup>1</sup> If formal provisions for supplementary benefits in an establishment were applicable to half or more of the workers, the benefits were considered applicable to all workers. Because of length-of-service and other eligibility requirements, the proportion of workers currently receiving the benefits may be smaller than estimated.

<sup>2</sup> Periods of service were arbitrarily chosen and do not necessarily reflect the individual provisions for progression. For example, the changes in proportions indicated at 25 years may include changes in provisions occurring between 15 and 25 years.

<sup>3</sup> Includes provisions in addition to those shown separately.

<sup>4</sup> Includes only those plans for which at least a part of the cost is borne by the employer and excludes legally required plans such as workmen's compensation and social security.

NOTE: Because of rounding, sums of individual items may not necessarily equal totals.

also the policy applying to most employees in Louisville, Washington, D.C., Kansas City, and St. Louis. In the remaining eight areas, most employees were in establishments granting 6 paid holidays.

New Year's Day, Fourth of July, Labor Day, Thanksgiving Day, and Christmas were universally observed by banks in all areas. Memorial Day was commonly observed except in five southern areas. Washington's Birthday was included as a paid holiday by banks having a majority of the employees in 15 areas; Veterans' Day in 12 areas; and Columbus Day in 7 areas, principally in the Northeast region. Other holidays commonly reported in a limited number of areas were Lincoln's Birthday, Good Friday (often one-half day), and Election Day. Also, in a few areas, the majority of bank employees received pay for holidays of local importance, such as Admission Day in Los Angeles-Long Beach and San Francisco-Oakland, San Jacinto Day in Dallas and Houston, and Mardi gras in New Orleans.

*Paid Vacations.* Provisions for paid vacations after qualifying periods of service were universal in all areas. One or more weeks were commonly given in all but 5 areas after 6 months of service, and vacation pay amounting to 2 weeks' regular salary after 1 year was provided by banks with the majority of the workers in all 27 areas. Three-week paid vacations were commonly provided to employees with 10 years of service in 9 areas, and to those with 15 years of service in 20 areas. A majority of the employees in nine areas were in

banks providing 4 weeks' vacation pay after 25 years.

*Health, Insurance, and Pension Plans.* Practically all employees in all areas were in establishments providing all or part of the cost of some type of health or insurance plan. Life insurance, hospitalization, surgical, medical, and catastrophe plans were available to a majority of bank employees in most areas.

The proportion of employees in banks providing paid sick leave ranged from a tenth or less in 5 areas to more than half in 11 areas. In nearly all instances, these plans provided full pay (for a specified period of time) with no waiting period.

Provisions for retirement pensions other than benefits available under Federal Old-Age, Survivors, and Disability Insurance were common in all areas. Only in New Orleans were less than half of the nonsupervisory office employees found in establishments providing retirement plans. Three-fourths or more of the employees in 21 areas were in banks with provisions for retirement pensions.

*Nonproduction Bonuses.* A majority of the employees in 21 areas and at least two-fifths in 3 areas (Boston, Chicago, and Atlanta) were in establishments paying nonproduction bonuses. Christmas or yearend bonuses were most commonly given in virtually all areas, except New York City and Indianapolis, where profit-sharing bonuses were more prevalent.

—HARRY F. ZEMAN

Division of Wages and Industrial Relations

## Earnings in the Fluid Milk Industry, April-June 1960

RETAIL ROUTEMEN on regular routes of establishments in the fluid milk industry averaged more than \$100 a week in all but a few of the 27 areas included in a survey conducted by the Bureau of Labor Statistics during the spring of 1960.<sup>1</sup> Weekly earnings of these workers, usually determined on the basis of sales commissions, ranged from \$93 in Dallas to \$135.50 in Minneapolis-St. Paul. Routemen assigned to regular wholesale routes averaged more than \$100 a week in all the areas studied and \$150 or more a week in eight.

Automotive mechanics, filling-machine tenders, garage attendants, pasteurizers, refrigerator men, and stationary engineers are among the selected plant occupations for which separate earnings information was collected. In the majority of the areas studied, highest averages were recorded for stationary engineers and lowest for garage attendants. The study also provides information on hours of work and selected establishment practices—including paid vacations, paid holidays, and health, insurance, and pension plans—for routemen and plant workers.<sup>2</sup>

### Industry Characteristics

Somewhat more than 200,000 workers are employed in the Nation's fluid milk industry, and approximately three-tenths of them are employed in the areas covered by the Bureau's study. Commonly referred to as dairies, fluid milk establishments are engaged in processing (pasteurizing, homogenizing, vitaminizing, and bottling) and distributing fluid milk and cream and related products.

Routemen (driver-salesmen) accounted for approximately two-fifths of the combined work force of establishments covered by the 27-area survey; plant workers represented another two-fifths, while office clerical employees and executive, administrative, and supervisory personnel accounted for the remainder. These labor force relationships varied among individual establishments, however, depending upon the method of product distribution. Although the majority

of the workers in each area were employed by establishments distributing primarily through retail and wholesale routemen, distribution through company-owned stores was reported as the predominant method by at least one dairy in each of 12 areas, while sale of the product to independent venders was predominant in at least one establishment in each of 6 areas. In 13 areas, where the major method of distribution in all establishments studied was by retail and wholesale routemen, such workers represented from about a third to slightly more than half of the work force. In Detroit, on the other hand, where approximately a third of the workers were employed in dairies where the predominant method of distribution was through company-owned outlets or to venders, routemen accounted for slightly less than a fourth of total employment.

Men dominate the work force of the industry, accounting for all the routemen and 97 percent of the plant (inside) workers in the 27 areas.

Incentive methods of wage payment were not common for plant workers in any of the areas studied. However, routemen typically were paid on a commission basis—generally a guaranteed salary plus a stipulated percentage of dollar sales or collections. In most areas, regular routemen's pay usually included commissions for sales made on the days when swing or relief men operated the routes, as well as commissions for their own sales.

Uniforms were furnished and cleaned for a majority of the plant workers in establishments employing about two-thirds of these workers in the 27 areas. An additional one-sixth were employed in plants which cleaned but did not furnish uniforms for a majority of their plant workers. Establishments which furnished and cleaned the uniforms for a majority of their routemen accounted for about one-sixth of such workers; those which cleaned but did not furnish the uni-

<sup>1</sup> A more comprehensive account of this survey is presented in forthcoming BLS Report 174, *Wage Structure: Fluid Milk Industry, April-June 1960*. The survey covered establishments primarily engaged in processing and distributing fluid milk and cream and related products (Industry 2026 as defined in the 1957 edition of the Standard Industrial Classification Manual, prepared by the Bureau of the Budget) and employing 20 or more workers at the time of reference of the universe data. Detailed reports were issued previously for each area studied and are available upon request. For the areas covered and the payroll periods concerned, see table 1.

<sup>2</sup> The term "plant workers" as used in this study includes all non-supervisory workers except routemen and office clerical employees.

forms employed another sixth, and establishments which furnished but did not clean the uniforms accounted for about an eighth.

Establishments with collective bargaining agreements covering a majority of their plant workers accounted for nine-tenths or more of these workers in 18 of the 27 areas studied. Among the remaining areas, the proportion of workers covered by union agreements amounted to four-fifths in Baltimore, from a half to two-thirds in Houston, Louisville, and Memphis, and less than half in Atlanta, Boston, Dallas, Miami, and Indianapolis. The proportions of routemen covered by contract provisions were generally similar to those of plant workers in each of the areas.

### Occupational Earnings

Workers in the occupations listed in table 1 accounted for nearly half of the combined plant-worker employment in the areas studied in April-

June 1960. For most of the occupations studied, area average earnings were highest in Chicago. High occupational averages were also frequently reported in the San Francisco-Oakland and Minneapolis-St. Paul areas.

Among the occupational groups, stationary engineers generally had the highest average hourly earnings, ranging from \$1.82 in Indianapolis and \$1.83 in Atlanta to \$3.69 in New York City. Earnings of these workers averaged less than \$2 an hour in 4 areas and more than \$3 in 11 areas. For each of the other plant occupations studied, areawide average earnings also varied by as much as \$1 an hour. Garage attendants in a majority of the areas were the lowest paid of the occupations for which data are presented. Their average hourly earnings ranged from \$1.05 in Dallas to \$2.90 in Chicago.

Filling-machine tenders were numerically the most important of the plant occupations studied. Area average earnings for men in this occupation

TABLE 1. AVERAGE STRAIGHT-TIME HOURLY EARNINGS<sup>1</sup> OF MEN IN SELECTED PLANT OCCUPATIONS IN FLUID MILK ESTABLISHMENTS IN 27 SELECTED AREAS,<sup>2</sup> APRIL-JUNE 1960

Area <sup>2</sup>	Payroll period	Engineers, stationary	Filling-machine tenders	Garage attendants	Mechanics, automotive (maintenance)	Order fillers	Pasteurizers	Refrigerator men	Sanitary men	Truck drivers	Washers, bottle, machine	Washers, can, machine
<b>NORTHEAST</b>												
Boston.....	April	\$2.59	\$2.14	\$2.05	\$2.46	\$2.26	\$2.29	\$2.14	\$2.07	\$2.23	\$2.02	-----
Buffalo.....	May	2.67	2.41	2.33	2.59	-----	2.43	2.37	2.32	2.41	2.42	\$2.40
Newark and Jersey City..	April	3.46	2.60	2.58	2.79	2.60	2.74	2.60	2.60	2.85	2.60	2.59
New York City.....	April	3.69	2.60	2.54	2.78	2.60	2.84	2.60	2.61	2.83	2.60	2.60
Philadelphia.....	June	2.58	2.29	2.17	2.58	-----	2.38	2.24	2.26	2.58	2.20	2.23
Pittsburgh.....	April	3.20	2.47	2.35	2.79	2.46	2.50	2.49	2.42	2.59	2.31	2.25
<b>SOUTH</b>												
Atlanta.....	April	1.83	1.88	1.34	1.96	-----	1.98	1.32	1.54	1.72	1.72	1.45
Baltimore.....	April	2.51	1.95	1.73	2.52	2.06	2.20	2.00	1.89	2.05	1.88	-----
Dallas.....	June	1.84	1.42	1.05	1.72	1.46	1.60	1.20	1.22	1.54	1.30	-----
Houston.....	June	2.23	1.83	1.45	-----	1.72	1.57	1.61	1.64	-----	1.64	-----
Louisville.....	April	2.10	2.00	1.87	-----	-----	1.90	2.00	1.82	-----	1.85	-----
Memphis.....	May	-----	1.81	-----	1.99	1.61	1.81	1.61	1.60	-----	-----	-----
Miami.....	May	1.96	1.84	1.67	1.97	1.72	1.74	1.69	1.68	1.70	1.62	1.55
Washington.....	May	3.10	2.19	2.05	2.77	2.28	2.45	2.21	-----	2.13	2.13	2.11
<b>NORTH CENTRAL</b>												
Chicago.....	June	3.54	3.00	2.90	3.17	3.01	3.03	2.96	2.86	3.01	2.86	2.86
Cincinnati.....	June	-----	2.57	2.62	2.77	2.56	2.60	2.57	2.59	2.86	2.57	2.57
Cleveland.....	June	2.98	2.55	2.20	2.78	2.60	2.63	2.56	2.47	2.55	2.52	2.53
Detroit.....	June	3.08	2.64	2.57	2.95	2.60	2.72	2.63	2.63	2.72	2.60	2.61
Indianapolis.....	May	1.82	1.92	1.56	1.96	1.88	2.07	1.73	1.71	1.68	1.83	1.93
Kansas City.....	June	2.86	2.33	-----	2.55	2.32	2.52	2.31	2.37	2.35	2.29	2.35
Milwaukee.....	June	2.90	2.51	-----	2.93	-----	2.57	2.51	-----	2.62	2.52	-----
Minneapolis-St. Paul.....	May	3.08	2.81	2.81	3.03	-----	2.86	2.82	2.78	-----	2.85	2.79
St. Louis.....	May	3.05	2.62	2.45	2.81	-----	2.68	2.66	2.56	2.51	2.59	2.54
<b>WEST</b>												
Denver.....	May	2.63	2.17	-----	2.47	-----	2.23	2.15	2.12	-----	2.04	2.09
Los Angeles-Long Beach..	June	3.18	2.67	2.48	3.07	2.79	2.78	2.62	-----	3.01	2.61	2.60
Portland.....	June	3.04	2.71	2.48	2.80	2.70	2.76	-----	2.68	-----	2.67	-----
San Francisco-Oakland..	May	3.07	2.87	2.38	3.06	2.93	3.02	2.90	2.89	3.16	2.76	2.86
Total number of workers.....	-----	720	2,084	584	1,413	1,200	921	1,722	1,414	1,297	651	299

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

<sup>2</sup> Standard Metropolitan Statistical Areas as defined by the U.S. Bureau of the Budget except Chicago (Cook County), Newark and Jersey City (Essex, Hudson, Morris, and Union Counties), New York City (the 5

boroughs), and Philadelphia (Philadelphia and Delaware Counties, Pa., and Camden County, N.J.).

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

TABLE 2. AVERAGE STRAIGHT-TIME WEEKLY EARNINGS<sup>1</sup> OF ROUTEMEN IN FLUID MILK ESTABLISHMENTS IN 27 SELECTED AREAS,<sup>2</sup> APRIL-JUNE 1960

Area <sup>2</sup>	Retail routemen				Wholesale routemen			
	Regular		Swing or relief men		Regular		Swing or relief men	
	Number of workers	Average weekly earnings <sup>1</sup>	Number of workers	Average weekly earnings <sup>1</sup>	Number of workers	Average weekly earnings <sup>1</sup>	Number of workers	Average weekly earnings <sup>1</sup>
<b>NORTHEAST</b>								
Boston.....	777	\$106.00	32	\$112.50	219	\$101.00	11	\$111.00
Buffalo.....	398	116.50	68	117.00	145	111.50	31	108.00
Newark and Jersey City.....	360	130.00	163	120.00	107	141.00	34	133.50
New York City.....	404	126.00	144	120.00	918	153.50	265	155.00
Philadelphia.....	1,786	112.00	545	120.00	254	121.00	67	127.50
Pittsburgh.....	938	116.00	192	114.50	279	139.00	61	139.50
<b>SOUTH</b>								
Atlanta.....	249	98.00			112	128.50		
Baltimore.....	691	110.50	89	125.00	148	150.00	22	147.50
Dallas.....	259	93.00	41	113.00	176	123.00	21	124.50
Houston.....	221	100.00	30	104.00	97	119.00	10	91.50
Louisville.....	237	118.50	35	119.50	150	143.00	27	147.00
Memphis.....	139	99.50	28	110.00	97	137.50	16	142.00
Miami.....	154	94.00			110	145.50	16	106.50
Washington.....			112	112.00	121	183.50	33	177.50
<b>NORTH CENTRAL</b>								
Chicago.....	1,545	128.50	315	122.00	466	178.00	130	138.00
Cincinnati.....	523	120.50	140	129.50	131	142.50	36	141.50
Cleveland.....	637	125.50	133	137.00	220	158.50	60	146.50
Detroit.....	257	132.00	91	140.00	368	170.00	86	162.50
Indianapolis.....	398	100.00	120	106.50	121	128.50	26	139.00
Kansas City.....	237	102.50	51	101.50	98	137.50	20	139.50
Milwaukee.....	430	108.00	111	114.50	103	139.00	28	143.00
Minneapolis-St. Paul.....	546	135.50	125	145.00	159	195.50	64	183.00
St. Louis.....	470	113.00	112	117.00	217	181.50	49	136.50
<b>WEST</b>								
Denver.....	252	102.00	44	100.50	53	129.50		
Los Angeles-Long Beach.....	1,045	122.00	480	122.00	733	127.50	151	131.00
Portland.....	178	109.00	68	112.00	128	109.00	28	112.00
San Francisco-Oakland.....	695	117.00	184	122.50	425	119.50	84	124.50

<sup>1</sup> Includes commissions and excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Earnings were rounded to the nearest half dollar.

<sup>2</sup> For definition of areas and payroll periods concerned, see footnote 2 and column 1 of table 1.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

ranged from \$1.42 an hour in Dallas to \$3 in Chicago. Individual earnings of filling-machine tenders varied considerably in some areas. For example, in Indianapolis the average hourly earnings of the middle half of these workers ranged from \$1.71 to \$2.15. In Milwaukee, on the other hand, all of these workers had average earnings within the narrow range of \$2.50 to \$2.60.

In some areas, average hourly earnings for several occupational groups were virtually identical. For example, filling-machine tenders, order fillers, refrigerator men, sanitary men, machine bottle washers, and machine can washers all had average hourly earnings of \$2.59 or \$2.60 in Newark and Jersey City, \$2.60 or \$2.61 in New York City, and from \$2.56 to \$2.59 in Cincinnati. In other areas, however, the differences in average hourly earnings for these occupations were substantial. In Atlanta, for example, they varied from \$1.32 for refrigerator men to \$1.88 for filling-machine tenders, and in Miami, from \$1.55 for

machine can washers to \$1.84 for filling-machine tenders.

Regular retail routemen (driver-salesmen) comprised slightly more than a fifth of all workers in the industry in the 27 areas studied. Their average weekly earnings varied from \$93 in Dallas and \$94 in Miami to \$135.50 in Minneapolis-St. Paul (table 2). Weekly averages above \$125 were also recorded for these workers in Chicago, Cleveland, Detroit, Newark and Jersey City, and New York City. In most areas, retail routemen typically worked a 5-day week; 6-day workweeks, however, were the usual schedule in Atlanta, Cleveland, Dallas, and Miami. Minneapolis-St. Paul was the only area for which earnings data of regular drivers on retail routes could be compared by length of workweek. Those working a 5½-day week averaged \$4 more than those working 5 days (\$137.50 compared with \$133.50).

Individual earnings of the regular retail routemen varied considerably in most areas. For

example, in Louisville, weekly earnings of the middle half of these workers ranged from \$95.50 to \$136.50, and in Detroit, from \$110 to \$150.50. However, in some areas the range in earnings for the middle half of these workers was narrow—from \$124.50 to \$132.50 in Chicago and from \$116 to \$121 in San Francisco-Oakland.

Swing or relief men, who regularly work on several retail routes on the days when the regular drivers are off duty had higher average weekly earnings than the regular routemen in a majority of areas. In six areas, however, regular retail routemen had higher average weekly earnings than the relief drivers. The differences in average

weekly pay for these two occupational groups in the 24 areas for which comparisons could be made amounted to less than \$5 in 9 areas and to as much as \$10 in only 5 areas.

Approximately a tenth of all workers were employed as regular wholesale routemen. Their average earnings varied from \$101 a week in Boston to \$150 or more a week in Baltimore, Chicago, Cleveland, Detroit, Minneapolis-St. Paul, New York City, St. Louis, and Washington. Five-day workweeks were the usual schedule in most areas; however, in Atlanta, Baltimore, Dallas, and Miami, these workers typically worked a 6-day week. In Detroit, the only area

TABLE 3. PERCENT OF PLANT WORKERS EMPLOYED IN FLUID MILK ESTABLISHMENTS WITH FORMAL PROVISIONS FOR SELECTED SUPPLEMENTARY WAGE BENEFITS,<sup>1</sup> 27 SELECTED AREAS, APRIL-JUNE 1960

Area	Paid vacations <sup>2</sup>				Paid holidays <sup>3</sup>					Health, insurance, and pension plans <sup>4</sup>							
	Total <sup>5</sup>	1 week after 1 year's service	2 weeks after 5 years' service	3 weeks after 15 years' service	Total	1 to 3 days	4 or 5 days	6 days	7 or 8 days	Life insurance	Accidental death and dismemberment insurance	Sickness and accident insurance or sick leave, or both	Hospitalization insurance	Survival insurance	Medical insurance	Catastrophe insurance	Retirement pension
<b>NORTHEAST</b>																	
Boston.....	100	33	100	94	98	-----	6	92	-----	100	41	100	98	98	98	59	92
Buffalo.....	100	82	100	97	97	-----	-----	97	-----	71	40	78	97	97	97	-----	-----
Newark and Jersey City.....	100	( <sup>6</sup> )	7 10	* 16	94	-----	-----	88	6	100	6	100	94	94	94	-----	94
New York City.....	100	( <sup>6</sup> )	* 1	* 1	100	-----	-----	96	4	100	5	100	100	100	95	-----	100
Philadelphia.....	100	96	100	96	96	-----	-----	96	-----	100	4	100	100	100	100	-----	-----
Pittsburgh.....	100	100	* 11	* 11	100	-----	-----	96	4	96	89	100	100	100	100	-----	89
<b>SOUTH</b>																	
Atlanta.....	100	80	95	25	82	19	38	25	-----	100	57	69	100	100	82	70	63
Baltimore.....	100	91	94	97	100	22	-----	78	-----	100	82	88	100	100	97	-----	60
Dallas.....	100	69	94	11	71	20	51	-----	-----	100	14	65	68	68	53	14	34
Houston.....	100	100	100	69	83	65	18	-----	-----	100	31	100	100	100	23	26	49
Louisville.....	100	100	90	74	29	-----	-----	-----	-----	81	81	54	54	54	-----	54	54
Memphis.....	100	53	57	52	94	43	11	40	-----	100	96	78	64	64	16	47	78
Miami.....	100	70	* 24	97	97	3	32	58	5	84	42	93	92	92	60	42	60
Washington.....	100	33	100	100	-----	-----	-----	-----	-----	84	-----	-----	100	100	100	100	-----
<b>NORTH CENTRAL</b>																	
Chicago.....	100	( <sup>6</sup> )	100	100	-----	-----	-----	-----	-----	100	100	100	100	100	100	100	100
Cincinnati.....	100	* 11	89	100	100	-----	-----	89	11	100	100	100	100	100	89	-----	100
Cleveland.....	100	100	100	100	100	-----	-----	-----	-----	100	-----	100	100	100	-----	-----	7
Detroit.....	100	100	100	98	4	4	-----	-----	-----	80	61	75	100	100	100	14	94
Indianapolis.....	100	99	100	63	45	2	22	21	-----	99	42	55	79	79	64	22	45
Kansas City.....	100	100	98	98	98	-----	-----	98	-----	99	99	99	99	99	86	-----	88
Milwaukee.....	100	95	100	100	100	-----	-----	100	-----	91	42	59	100	100	-----	-----	100
Minneapolis-St. Paul.....	100	99	100	100	100	-----	-----	100	-----	100	9	100	100	100	100	16	100
St. Louis.....	100	100	100	100	8	-----	8	-----	-----	100	100	100	100	100	-----	-----	88
<b>WEST</b>																	
Denver.....	100	100	94	92	98	-----	-----	98	-----	28	92	92	98	98	92	-----	73
Los Angeles-Long Beach.....	100	100	* 6	* 6	94	-----	-----	-----	94	100	9	98	100	100	100	-----	94
Portland.....	100	100	100	100	100	-----	-----	100	-----	59	22	100	100	100	100	-----	100
San Francisco-Oakland.....	100	99	* 3	* 13	100	-----	-----	3	97	97	1	100	100	100	100	-----	100

<sup>1</sup> If formal provisions for supplementary benefits in an establishment were applicable to half or more of the workers, the benefits were considered applicable to all workers. Because of length-of-service and other eligibility requirements, the proportion of workers currently receiving the benefits may be smaller than estimated.

<sup>2</sup> Vacation payments, such as percentage of annual earnings and flat-sum amounts, were converted to an equivalent time basis. The periods of service shown were arbitrarily chosen and do not necessarily reflect the individual provisions for progressions. Thus, the changes indicated at 5 years may include changes occurring between 1 and 5 years.

<sup>3</sup> Includes provisions in addition to those shown separately.

<sup>4</sup> Tabulations were limited to full-day holidays; additional half-day holidays were also provided in some establishments. Because of rounding, sums of individual items may not equal totals.

<sup>5</sup> Includes only those plans for which at least part of the cost was borne by the employer and excludes legally required plans such as workmen's compensation, social security, and plans which met only the minimum requirements of the State law as to benefits or employer contributions.

<sup>6</sup> All workers received 2 weeks after 1 year of service.

<sup>7</sup> The remainder of the workers received more than 2 weeks after 5 years of service.

<sup>8</sup> The remainder of the workers received 4 weeks after 15 years of service.

<sup>9</sup> The remainder of the workers received 2 weeks after 1 year of service.

TABLE 4. PERCENT OF ROUTEMEN EMPLOYED IN FLUID MILK ESTABLISHMENTS WITH FORMAL PROVISIONS FOR SELECTED SUPPLEMENTARY WAGE BENEFITS,<sup>1</sup> 27 SELECTED AREAS, APRIL-JUNE 1960

Area	Paid vacations <sup>2</sup>				Paid holidays <sup>3</sup>				Health, insurance, and pension plans <sup>4</sup>							
	Total <sup>5</sup>	1 week after 1 year of service	2 weeks after 5 years of service	3 weeks after 15 years of service	Total	Under 6 days	6 days	7 or 8 days	Life insurance	Accidental death and dismemberment insurance	Sickness and accident insurance or sick leave, or both	Hospitalization insurance	Surgical insurance	Medical insurance	Catastrophe insurance	Retirement pension
<b>NORTHEAST</b>																
Boston.....	100	41	100	100	94	-----	94	-----	100	47	100	94	94	94	53	94
Buffalo.....	100	86	100	100	100	-----	100	-----	64	44	81	100	100	100	-----	-----
Newark and Jersey City.....	100	( <sup>6</sup> )	7 11	18	93	-----	90	3	100	7	100	93	93	93	-----	93
New York City.....	100	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	97	-----	97	3	100	10	100	100	100	95	-----	100
Philadelphia.....	100	95	100	95	95	-----	95	-----	100	5	100	100	100	100	-----	-----
Pittsburgh.....	100	100	100	100	100	-----	96	4	94	87	100	100	100	100	-----	87
<b>SOUTH</b>																
Atlanta.....	100	100	84	14	16	16	-----	-----	100	91	50	100	100	75	69	56
Baltimore.....	100	73	69	68	100	53	47	-----	100	88	100	100	100	98	-----	73
Dallas.....	89	66	86	7	62	62	-----	-----	96	29	73	68	68	39	29	44
Houston.....	100	100	100	40	100	-----	-----	-----	100	3	3	100	100	34	-----	34
Louisville.....	96	96	80	85	-----	-----	-----	-----	84	84	84	59	59	-----	-----	59
Memphis.....	100	51	56	53	44	44	-----	-----	100	96	79	65	65	19	49	79
Miami.....	100	26	11 24	59	39	10	29	-----	92	42	90	100	100	46	42	46
Washington.....	100	53	100	100	-----	-----	-----	-----	81	-----	16	100	100	100	100	-----
<b>NORTH CENTRAL</b>																
Chicago.....	100	( <sup>6</sup> )	100	100	-----	-----	-----	-----	100	100	100	100	100	100	100	100
Cincinnati.....	100	( <sup>6</sup> )	100	100	-----	-----	-----	-----	100	100	100	100	100	100	100	100
Cleveland.....	100	100	100	100	-----	-----	-----	-----	100	-----	100	100	100	-----	-----	8
Detroit.....	100	100	100	96	6	6	-----	-----	79	68	72	96	96	96	4	90
Indianapolis.....	100	100	100	68	24	3	21	-----	100	43	54	77	77	56	21	44
Kansas City.....	100	100	98	98	98	98	-----	-----	100	100	100	100	100	83	-----	98
Milwaukee.....	100	95	100	100	100	-----	100	-----	90	33	52	100	100	-----	-----	100
Minneapolis-St. Paul.....	100	( <sup>6</sup> )	100	100	100	-----	100	-----	100	9	100	100	100	100	12	100
St. Louis.....	100	100	100	100	-----	-----	-----	-----	100	100	100	100	100	-----	-----	88
<b>WEST</b>																
Denver.....	100	100	97	92	95	-----	95	-----	26	92	92	95	95	92	-----	68
Los Angeles-Long Beach.....	100	100	7 7	7	93	-----	-----	93	100	0	96	100	100	100	-----	93
Portland.....	100	100	100	100	100	-----	100	-----	44	18	100	100	100	100	-----	100
San Francisco-Oakland.....	100	94	7 9	22	100	-----	9	91	91	6	100	100	100	100	-----	100

<sup>1</sup> See footnote 1, table 3.<sup>2</sup> See footnote 5, table 3.<sup>3</sup> See footnote 8, table 3.<sup>3</sup> See footnote 2, table 3.<sup>4</sup> See footnote 6, table 3.<sup>4</sup> All workers received 3 weeks after 5 years of service.<sup>4</sup> See footnote 3, table 3.<sup>5</sup> The remainder of the workers received 3 weeks after 5 years of service.<sup>5</sup> All workers received 4 weeks after 15 years of service.<sup>4</sup> See footnote 4, table 3.<sup>6</sup> See footnote 7, table 3.

for which data could be presented for both lengths of workweek, wholesale drivers on a 6-day week averaged \$10.50 a week less than those on a 5-day week (\$161.50 compared with \$172). Data for a 5½-day workweek could be presented only for Minneapolis-St. Paul, where these wholesale drivers averaged \$27.50 a week less than those working a 5-day week (\$179.50 compared with \$207).

There was no consistent relationship between the average weekly earnings of swing or relief drivers on wholesale routes and the regular drivers. In slightly more than half the areas, relief drivers' average earnings were higher; in the remaining areas, regular drivers' earnings were higher. In only 7 of the 25 areas for which comparisons could be made, however, did the differences amount to more than \$10 a week.

### Selected Establishment Practices

Data were also obtained on work schedules for plant workers and on supplementary benefits, including paid holidays and vacations, retirement plans, life insurance, sickness and accident insurance, and hospitalization and surgical benefits, for both plant workers and routemen.

Plant workers and routemen in April-June 1960 had the same holiday provisions in all establishments studied in 17 of the 27 areas, the same vacation provisions in all establishments studied in 20 areas, and the same health, insurance, and pension benefits in all establishments studied in 18 areas. The establishments having different provisions for these supplementary benefits for plant workers and routemen accounted for only about a tenth of the workers in the 27 areas.

*Scheduled Weekly Hours.* A work schedule of 40 hours a week for plant workers was in effect in establishments employing virtually all of these workers in 19 areas, and for half or more of the workers in 5 additional areas. Longer workweeks were the usual practice in Atlanta, Dallas, and Miami.

*Shift Provisions and Practices.* Establishments with formal provisions for late-shift work employed nine-tenths or more of the plant workers in 14 areas and a majority in 5 additional areas. A third of all plant workers in New York City, a fourth in Chicago, approximately a fifth in Los Angeles-Long Beach and Newark and Jersey City and smaller proportions in 20 other areas were employed on second-shift operations. Slightly more than a fourth of the workers employed on second shifts in New York City received pay differentials (2 or 2½ cents an hour) above day-shift rates. Second-shift workers in Chicago received a differential of 10 percent; in Los Angeles-Long Beach, 10 cents; and in Newark and Jersey City, 2½ cents. A tenth or more of the plant workers were employed on third or other late shifts in Boston, Kansas City, New York City, and San Francisco-Oakland, with hourly differentials of 12½ cents, 5 cents, 2½ cents, and 12 or 12½ cents, respectively.

*Paid Holidays.* Paid holidays were provided a majority of the plant workers in 20 areas. Six days a year were most commonly reported; however, in Houston, the prevailing practice was 1 day; in Dallas, 4 days; in Atlanta, 5 days; and in Los Angeles-Long Beach and San Francisco-Oakland, 8 days. Paid holidays were reported for a majority of the routemen in 15 areas. Six days a year were usually provided in all except four of these areas. Four days were typically provided in Dallas, 8 days in Los Angeles-Long Beach and San Francisco-Oakland, and either 2 or 6 days in Baltimore.

*Paid Vacations.* Paid vacations were provided to workers (both plant workers and routemen) with qualifying periods of service in nearly all es-

tablishments. Vacation payments, in virtually all instances, were determined on the basis of the employee's pay for a specified length of time (1 week, 2 weeks, etc.). One week of vacation after 1 year of service was the usual provision in 20 areas for both plant workers and routemen (tables 3 and 4). All workers in both groups in Chicago, Minneapolis-St. Paul, Newark and Jersey City, and New York City, and a large majority in Cincinnati were eligible for 2 weeks after 1 year of service. Two weeks or more of vacation were typically provided in all areas after 5 years of service. A majority of the plant workers in all except two areas and routemen in all except three areas were eligible for 3 weeks or more of vacation after 15 years of service. Four weeks of vacation pay for workers of longer service were reported by establishments employing a majority of the workers in 10 areas; for routemen in 4 of these areas and plant workers in 5 areas, 4 weeks were provided upon completion of 15 years of service, whereas either 20 or 25 years were stipulated in the remainder of the 10 areas.

*Health, Insurance, and Pension Plans.* Life and hospitalization insurance, for which employers paid at least part of the cost, were available to three-fourths or more of the plant workers and routemen in 21 areas, and surgical insurance to that proportion of both groups of workers in 23 of the 27 areas studied. Sickness and accident insurance or sick leave, or both, were provided for three-fourths or more of the plant workers in 21 areas and routemen in 20 areas, and medical insurance to three-fourths or more of both groups in 18 areas.

Retirement pension plans (excluding the program under Federal Old-Age, Survivors, and Disability Insurance) were provided by establishments employing three-fourths or more of the plant workers and routemen in 15 areas. In nine additional areas, pension plans were reported for smaller proportions of the plant workers and routemen.

—FRED W. MOHR

Division of Wages and Industrial Relations

## Earnings in Power Laundry and Dry-Cleaning Industries, Mid-1960

AVERAGE straight-time hourly earnings of non-supervisory workers (excluding routemen and office clerical employees) in the power laundry and dry-cleaning industries varied widely among the 29 areas studied by the Bureau of Labor Statistics during April-July 1960.<sup>1</sup> The range in average hourly earnings was from less than \$1 in four southern areas to \$1.70 in San Francisco-Oakland. Earnings of less than \$1 an hour were reported for at least 5 percent of the workers in 18 areas and for more than one-fourth in 13 areas.

Women flatwork finishers, numerically the largest and in many areas the lowest paid occupational group studied, had average hourly earnings ranging from 53 cents in Atlanta to \$1.42 in San Francisco-Oakland. Routemen, generally paid on a commission basis, earned \$90 or more a week in 20 areas studied. Vacation and holiday payments were available to a large majority of the plant workers in nearly all areas; various types of insurance benefits were also commonly reported in most areas.

### Industry Characteristics

The Bureau's study included both power laundry and dry-cleaning establishments. Although some establishments restricted their operations to one type of service, plants performing both laundry and dry-cleaning services accounted for the large majority of the workers in all but a few of the 29 areas. Los Angeles-Long Beach, New York City, Portland (Oreg.), and Providence were the only areas in which the majority of the workers were employed in establishments having only one service.

An estimated 490,000 workers were employed by the power laundry and dry-cleaning industries in May 1960.<sup>2</sup> Since the Bureau's 1955 study of occupational earnings in these industries,<sup>3</sup> employment has decreased 5 percent in the power laundry industry and increased 10 percent in the dry-cleaning industry. The downward trend in employment in power laundries has been attributed to increased ownership of improved home washing and clothes-drying machines and to the

comparatively recent innovation of self-service laundries (laundromats). Underscoring the importance of the latter factor, a number of establishments included in the Bureau's current survey indicated that they had recently opened, or were planning to open, their own self-service laundries.

Receipt and delivery of customer items for laundering or dry cleaning may be accomplished through routemen making house-to-house calls or through company-owned stores or pickup stations. In contract laundries (i.e., those performing work for other establishments), the transfer of goods is handled by truckdrivers employed by either the contractor or the contractee. In 24 areas studied, the majority of the workers were employed by establishments distributing predominantly through routemen. The largest proportion of employees in Atlanta, Dallas, Detroit, and Milwaukee worked in establishments distributing a majority of their goods through stores or pickup stations. Fully a third of the workers in New York City were employed by "contract" establishments, and nearly a sixth by those making predominant use of stores or pickup stations.

The employment of women plant workers in the power laundry industry in 1960 exceeded that of men by more than 3½ to 1 in all areas combined, and in the dry-cleaning industry by less than 3 to 1. Considering laundries and dry-cleaning establishments as a group, the proportion of women plant workers ranged from 65 percent in New York City to 86 percent in Memphis.

<sup>1</sup> The study included power laundries and dry-cleaning establishments (Industry codes 7211 and 7216 as defined in the 1959 edition of the Standard Industrial Classification Manual prepared by the Bureau of the Budget) employing 20 or more workers at the time the establishment lists were compiled.

The areas included in this study are Standard Metropolitan Statistical Areas as defined by the Bureau of the Budget except Chicago (Cook County, Ill.), Newark and Jersey City (Essex, Hudson, Morris, and Union Counties, N.J.), New York City (the five boroughs), and Philadelphia (Philadelphia and Delaware Counties, Pa., and Camden County, N.J.).

Payroll periods covered were: April—Baltimore, Boston, Cleveland, Dallas, Detroit, Louisville, Minneapolis-St. Paul, Newark and Jersey City, New York City, Philadelphia, Pittsburgh, Providence, St. Louis, and Washington, D.C.; May—San Francisco-Oakland; June—Atlanta, Buffalo, Chicago, Cincinnati, Denver, Houston, Indianapolis, Kansas City, Los Angeles-Long Beach, Memphis, Miami, New Orleans, and Portland (Oreg.); and July—Milwaukee.

A more comprehensive account of this survey is presented in forthcoming BLS Report 178, *Wage Structure: Power Laundries and Dry Cleaners*, April-July 1960.

<sup>2</sup> From the Bureau's regular monthly series on employment and earnings. See Monthly Labor Review, September 1960, p. 996.

<sup>3</sup> See *Earnings in Power Laundry and Dry Cleaning Industries, Mid-1955* (in Monthly Labor Review, January 1956, pp. 51-58).

TABLE 1. PERCENT DISTRIBUTION OF NONSUPERVISORY PRODUCTION WORKERS, EXCEPT ROUTEMEN, IN POWER LAUNDRY AND DRY-CLEANING ESTABLISHMENTS, BY AVERAGE STRAIGHT-TIME HOURLY EARNINGS,<sup>1</sup> 29 AREAS, MID-1960<sup>2</sup>

Average hourly earnings <sup>1</sup>	Northeast						South											
	Boston	Buffalo	Newark and Jersey City	New York City	Philadelphia	Pittsburgh	Providence	Atlanta	Baltimore	Dallas	Houston	Louisville	Memphis	Miami	New Orleans	Washington		
Under \$0.40								0.1										
\$0.40 and under \$0.50								7.3										
\$0.50 and under \$0.60								16.1		0.7	1.7			2.1		0.5		
\$0.60 and under \$0.70								14.3	4.8	3.4	7.3			8.4	0.1	7.0		
\$0.70 and under \$0.80								18.8	7.4	14.1	13.7			17.3	5.1	14.1		
\$0.80 and under \$0.90								16.7	16.6	10.7	15.1			20.0	30.9	12.5		0.1
\$0.90 and under \$1.00	0.4		4.4		3.4	12.9	1.0	8.5	16.2	8.8	5.5			19.8	8.8	6.2		5.4
\$1.00 and under \$1.10	33.1	10.3	14.8	13.4	25.6	15.1	39.6	7.2	21.2	16.5	18.4			18.6	7.0	17.2	7.0	43.1
\$1.10 and under \$1.20	18.5	33.8	22.8	32.1	20.6	14.4	16.7	3.0	11.5	11.1	8.4			11.9	3.5	12.5	5.4	17.4
\$1.20 and under \$1.30	15.1	11.5	17.2	13.5	12.5	11.3	13.2	3.8	4.6	8.7	3.8			9.1	2.3	6.1	7.2	12.0
\$1.30 and under \$1.40	6.8	8.5	13.9	9.5	9.6	5.3	11.3	1.4	3.4	4.4	5.4			5.5	0.6	2.3	3.0	2.5
\$1.40 and under \$1.50	4.9	8.3	7.8	7.8	6.5	3.0	5.4	0.9	1.4	4.6	3.1			3.0	0.3	4.0	1.9	5.5
\$1.50 and under \$1.60	5.8	8.7	5.8	6.8	4.2	2.6	3.6	0.3	3.3	2.8	1.8			2.4	0.5	2.4	0.8	3.1
\$1.60 and under \$1.70	3.5	4.7	2.9	3.8	4.3	1.7	3.4	0.3	2.7	1.9	0.9			3.1	0.5	1.4	2.3	1.6
\$1.70 and under \$1.80	2.8	4.2	2.4	3.3	2.2	1.6	1.0	0.4	1.5	1.0	1.2			1.1	0.3	1.8	0.9	1.4
\$1.80 and under \$1.90	2.5	2.9	1.9	3.0	2.1	1.4	1.4	0.3	1.3	1.0	0.8			0.6	0.4	0.7	0.9	0.9
\$1.90 and under \$2.00	1.4	1.4	0.9	1.2	1.5	0.6	0.9	0.4	0.9	0.8	0.7			0.4	0.4	0.4	0.4	0.4
\$2.00 and under \$2.10	2.0	1.5	1.4	0.9	1.5	0.6	0.9	0.4	0.9	0.8	0.7			0.4	0.4	0.4	0.4	0.4
\$2.10 and under \$2.20	1.0	0.8	0.8	1.3	0.8	0.8	0.3	0.5	0.5	0.5	0.4			0.4	0.4	0.4	0.4	0.4
\$2.20 and under \$2.30	0.6	0.7	0.7	0.9	1.5	0.4	0.5	0.1	0.2	0.6	0.1			0.5	0.7	0.2	0.3	0.3
\$2.30 and under \$2.40	0.2	0.1	0.6	0.6	0.8	0.2	0.1	0.1	0.6	0.2	0.2			0.2	0.2	0.2	0.2	0.2
\$2.40 and under \$2.50	0.1	0.5	0.5	0.3	0.2	0.2	0.2	0.1	0.4	0.1	0.1			0.1	0.1	0.1	0.1	0.1
\$2.50 and over	1.2	2.2	1.5	1.6	1.4	0.6	0.6	0.1	0.5	0.7	0.2			0.4	0.6	0.2	0.2	1.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers:																		
All workers	3,562	871	4,176	10,894	4,970	2,788	873	2,131	2,852	1,815	2,461	1,600	1,407	1,910	886	3,244		
Men	923	197	971	3,825	1,199	529	245	362	581	446	470	337	204	411	195	720		
Women	2,639	674	3,205	7,069	3,771	2,259	628	1,769	2,271	1,369	1,991	1,263	1,203	1,499	691	2,524		
Average hourly earnings:																		
All workers	\$1.29	\$1.36	\$1.32	\$1.35	\$1.31	\$1.12	\$1.21	\$0.80	\$1.07	\$1.05	\$0.97	\$1.13	\$0.81	\$1.07	\$0.90	\$1.18		
Men	1.57	1.69	1.60	1.55	1.61	1.51	1.33	1.05	1.40	1.35	1.36	1.40	1.04	1.42	1.18	1.43		
Women	1.19	1.27	1.23	1.24	1.22	1.03	1.16	0.74	0.99	0.96	0.87	1.05	0.77	0.98	0.82	1.12		

Average hourly earnings <sup>1</sup>	North Central								West				
	Chicago	Cincinnati	Cleveland	Detroit	Indianapolis	Kansas City	Milwaukee	Minneapolis-St. Paul	St. Louis	Denver	Los Angeles-Long Beach	Portland	San Francisco-Oakland
Under \$0.40								0.1					
\$0.40 and under \$0.50													
\$0.50 and under \$0.60													
\$0.60 and under \$0.70													
\$0.70 and under \$0.80													
\$0.80 and under \$0.90													
\$0.90 and under \$1.00													
\$1.00 and under \$1.10													
\$1.10 and under \$1.20													
\$1.20 and under \$1.30													
\$1.30 and under \$1.40													
\$1.40 and under \$1.50													
\$1.50 and under \$1.60													
\$1.60 and under \$1.70													
\$1.70 and under \$1.80													
\$1.80 and under \$1.90													
\$1.90 and under \$2.00													
\$2.00 and under \$2.10													
\$2.10 and under \$2.20													
\$2.20 and under \$2.30													
\$2.30 and under \$2.40													
\$2.40 and under \$2.50													
\$2.50 and over													
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers:													
All workers	10,989	1,182	1,708	3,041	1,396	1,435	2,221	1,648	2,347	1,322	4,457	913	2,173
Men	2,771	197	369	610	309	293	377	271	430	226	955	136	425
Women	8,218	985	1,339	2,431	1,087	1,142	1,844	1,377	1,917	1,096	3,502	777	1,748
Average hourly earnings:													
All workers	\$1.34	\$1.36	\$1.25	\$1.30	\$1.24	\$1.15	\$1.26	\$1.38	\$1.18	\$1.22	\$1.47	\$1.50	\$1.70
Men	1.76	1.70	1.65	1.74	1.62	1.51	1.59	1.79	1.36	1.58	1.86	1.95	2.14
Women	1.20	1.29	1.14	1.19	1.13	1.06	1.19	1.39	1.14	1.15	1.37	1.41	1.59

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.<sup>2</sup> See footnote 1 of text for definition of areas and payroll periods covered.<sup>3</sup> Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Labor-management contracts covering a majority of inside plant workers (excluding routemen and office clerical) were reported by plants employing three-fourths or more of the workers in 16 areas. In the remaining areas, the proportions of workers employed by such establishments were a third to a half in Los Angeles-Long Beach, Boston, Miami, and New Orleans; a tenth to a fifth in Denver, Providence, and Atlanta; and less than a tenth in Baltimore, Dallas, Houston, Louisville, Memphis, and Washington, D.C. A majority of routemen were covered by union contracts in all areas except Boston, Denver, Providence, Los Angeles-Long Beach, and those in the South excluding Miami.

The Laundry and Dry Cleaning International Union and the independent Laundry, Dry Cleaning and Dye House Workers International Union were the major unions covering inside plant workers. Usually, agreements covering routemen were with the International Brotherhood of Teamsters (Ind.). The Amalgamated Clothing Workers had agreements covering both inside workers and routemen in New York City and Detroit.

### Average Hourly Earnings

Straight-time hourly earnings of nonsupervisory workers (excluding routemen and office employees) in power laundries and dry-cleaning establishments averaged less than \$1 in 4 southern areas; between \$1 and \$1.25 in 11 areas; between \$1.25 and \$1.50 in 12 areas; and \$1.50 in Portland (Oreg.) and \$1.70 in San Francisco-Oakland (table 1). Men, employed for the most part in the higher paying occupations, earned substantially more as a group than women in each of the 29 areas studied; wage differences ranged from 17 cents an hour in Providence to more than 50 cents in Chicago, Cleveland, Detroit, Portland, and San Francisco-Oakland. Hourly averages for men (excluding routemen) ranged from \$1.04 in Memphis and \$1.05 in Atlanta to \$2.14 in San Francisco-Oakland; for women, from 74 cents in Atlanta to \$1.59 in San Francisco-Oakland.

More than half of the inside plant workers in each of the nine southern areas, and in Pittsburgh and Kansas City earned less than \$.10 an hour; in each of these areas except Louisville and Wash-

TABLE 2. AVERAGE STRAIGHT-TIME HOURLY EARNINGS<sup>1</sup> OF MEN AND WOMEN IN SELECTED PRODUCTION OCCUPATIONS IN POWER LAUNDRY AND DRY-CLEANING ESTABLISHMENTS, 29 AREAS, MID-1960<sup>2</sup>

Area	Men										
	Assemblers	Dry cleaners	Extractor operators, (laundry)	Firemen, stationary boiler	Pressers, machine, dry-cleaning	Spotters, general	Spotters, silk	Spotters, wool	Tumbler operators, (laundry)	Washers, machine	Wrappers, bundle
NORTHEAST											
Boston.....	\$1.46	\$1.84	\$1.42	\$1.77	\$1.98	\$1.92			\$1.31	\$1.63	\$1.28
Buffalo.....		1.94	1.41							1.83	
Newark and Jersey City...	1.28	1.84	1.38	1.86	1.88	2.19	\$2.72	\$1.86		1.50	
New York City.....	1.40	1.71	1.39	2.18	1.71	2.01	2.74	1.62	1.23	1.70	1.37
Philadelphia.....	1.26	1.67	1.37	1.69	1.97	2.20	2.25	1.62	1.18	1.52	1.22
Pittsburgh.....	1.13	1.57	1.38	1.74	1.67		2.14	1.60		1.34	
Providence.....		1.47	1.27		1.64					1.38	1.17
SOUTH											
Atlanta.....		1.10	.89		1.03				.78	.99	
Baltimore.....	.95	1.46	1.24	1.76	1.70	1.75	1.60	1.35	.93		1.37
Dallas.....		1.48	.96	1.73	1.46	1.44				1.21	
Houston.....		1.71	1.00		1.36		1.86			1.31	
Louisville.....		1.43	1.19	1.56	1.85			1.37		1.43	
Memphis.....		1.26	.89		1.10	1.11				.95	
Miami.....		1.51	1.10	1.36	1.67	1.70	2.10	1.65		1.22	1.02
New Orleans.....		1.40	.93		1.31					1.17	
Washington.....		1.35	1.12		1.71	1.74	1.56	1.27	1.18	1.29	
NORTH CENTRAL											
Chicago.....	1.28	2.08	1.33	2.50	2.25	1.84	2.49	1.68	1.20	1.59	1.40
Cincinnati.....		1.69		1.81	2.13					1.50	
Cleveland.....		1.82	1.14	1.94	1.77	1.73	2.29			1.60	
Detroit.....	1.24	2.06	1.37	2.09	2.16	2.32		2.04		1.62	
Indianapolis.....	1.14	1.75	1.38	1.51	2.12	1.66				1.51	
Kansas City.....		1.95	1.08		1.64					1.33	
Milwaukee.....		1.68		2.33	1.82	2.35				1.65	
Minneapolis-St. Paul.....		1.82	1.48	2.19	1.85	1.97	1.94			1.65	
St. Louis.....		1.51	1.09	1.70	1.46					1.46	
WEST											
Denver.....		1.86	1.21		1.70	2.08				1.54	
Los Angeles-Long Beach.....	1.72	2.23	1.55		1.97	2.22	2.76	2.17	1.43	1.77	1.39
Portland.....		2.05	1.88							2.01	
San Francisco-Oakland.....		2.29	1.90		2.25	2.18	2.28		1.59	2.07	
Total number of workers..	418	1,284	942	313	2,478	436	223	272	318	1,505	270

See footnotes at end of table.

TABLE 2. AVERAGE STRAIGHT-TIME HOURLY EARNINGS<sup>1</sup> OF MEN AND WOMEN IN SELECTED PRODUCTION OCCUPATIONS IN POWER LAUNDRY AND DRY-CLEANING ESTABLISHMENTS, 29 AREAS, MID-1960<sup>2</sup>—Continued

Area	Women											
	Assemblers	Clerks, retail, receiving	Finishers, flatwork, machine	Identifiers	Inspectors, dry-cleaning	Markers	Pressers, hand, dry-cleaning	Pressers, machine, dry-cleaning	Pressers, machine, shirts	Pressers, machine, wearing apparel (laundry)	Tumbler operators, (laundry)	Wrappers, bundle
NORTHEAST												
Boston.....	\$1.15	\$1.14	\$1.07	\$1.13	\$1.26	\$1.19	\$1.37	\$1.43	\$1.43	\$1.19	\$1.11	\$1.17
Buffalo.....	1.25	1.15	1.15	1.31	1.24	1.24	1.37	1.51	1.53	1.40	1.21	1.22
Newark and Jersey City...	1.18	1.06	1.16	1.17	1.20	1.23	1.51	1.51	1.33	1.20	1.17	1.16
New York City.....	1.19	1.13	1.14	1.22	1.34	1.30	1.52	1.34	1.43	1.39	1.15	1.20
Philadelphia.....	1.21	1.09	1.08	1.24	1.18	1.30	1.45	1.58	1.31	1.27	1.17	1.18
Pittsburgh.....	1.04	.89	1.02	1.04	1.02	1.06	1.24	1.27	1.10	1.16	.91	.99
Providence.....	1.07	1.04	1.08	1.16	1.11	1.11	1.38	1.50	1.24	1.18	1.07	1.10
SOUTH												
Atlanta.....	.75	.80	.53	.86	.75	.75	.75	1.02	.81	.62	.54	.64
Baltimore.....	.95	.91	.92	.95	1.04	.96	1.23	1.39	1.03	.97	.96	.88
Dallas.....	.96	1.12	.64	.93	1.10	1.01	1.30	1.18	.94	.78	.72	.85
Houston.....	.90	1.00	.66	.71	.95	.89	1.17	1.03	.85	.81	.68	.72
Louisville.....	1.05	.96	.91	.92	1.01	1.05	1.28	1.48	1.10	.97	.90	.85
Memphis.....	.69	.91	.67	.83	.70	.70	.70	1.06	.67	.67	.63	.65
Miami.....	.97	.99	.82	.72	1.26	.98	1.27	1.70	1.06	.94	.62	.65
New Orleans.....	.75	.83	.63	.72	.77	.76	.94	1.35	.90	.91	.99	1.05
Washington.....	1.12	1.07	1.01	1.10	1.05	1.08	1.26	1.49	1.12	1.06	.99	1.05
NORTH CENTRAL												
Chicago.....	1.13	1.14	1.05	1.18	1.22	1.17	1.66	1.67	1.29	1.15	1.04	1.17
Cincinnati.....	1.26	1.09	1.24	1.15	1.15	1.18	1.41	1.81	1.32	1.40	1.15	1.11
Cleveland.....	1.07	1.10	.88	.98	1.22	1.09	1.42	1.55	1.19	1.06	.86	1.03
Detroit.....	1.14	1.07	1.03	1.08	1.37	1.09	1.65	1.97	1.40	1.14	.80	1.05
Indianapolis.....	1.07	1.03	.92	.99	1.25	1.18	1.82	1.55	1.22	.99	.62	1.06
Kansas City.....	1.05	1.22	.87	.89	1.42	1.12	1.72	1.50	1.05	.93	.88	.96
Milwaukee.....	1.10	1.11	1.10	1.18	1.23	1.12	1.30	1.76	1.23	1.15	1.08	1.12
Minneapolis-St. Paul.....	1.28	1.26	1.22	1.24	1.34	1.29	1.51	1.61	1.26	1.24	1.22	1.25
St. Louis.....	1.08	1.11	.99	1.02	1.11	1.06	1.38	1.45	1.16	1.02	1.01	1.05
WEST												
Denver.....	1.10	1.18	.92	1.13	1.20	1.20	1.60	1.75	1.17	1.16	.91	.98
Los Angeles-Long Beach...	1.36	1.41	1.19	1.40	1.40	1.34	1.81	1.62	1.45	1.32	1.25	1.22
Portland.....	1.36	1.35	1.32	1.36	1.55	1.35	1.55	1.68	1.36	1.36	1.35	1.31
San Francisco-Oakland.....	1.62	1.73	1.42	1.80	1.80	1.66	2.19	2.25	1.52	1.45	1.50	1.50
Total number of workers...	3,704	9,353	12,178	968	1,015	3,418	1,929	4,238	8,448	4,327	727	1,708

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

<sup>2</sup> See footnote 1 of text for definition of areas and payroll periods covered.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

ington, D.C., more than a fourth earned less than 90 cents. Large concentrations of workers were reported at the lower end of the earnings array in all areas; in several areas, earnings of as many as half the workers were within a 20-cent range. Differences in the distribution of individual earnings within the areas may be attributed, at least in part, to differences in the extent to which incentive methods of wage payment were used. Incentive wage systems applied to a third or more of the inside workers in Baltimore, Buffalo, Cincinnati, Indianapolis, Memphis, Newark and Jersey City, Philadelphia, Providence, and Washington, D.C., but to less than a tenth of the workers in Kansas City, Portland, and San Francisco-Oakland.

### Occupational Averages

Women flatwork finishers, numerically the largest and generally the lowest paid occupational

group studied, had average hourly earnings ranging from 53 cents in Atlanta to more than \$1.20 in Cincinnati (\$1.24), Minneapolis-St. Paul (\$1.22), Portland (\$1.32), and San Francisco-Oakland (\$1.42). Women operators of shirt pressing machines averaged more than flatwork finishers in each of the areas except Memphis (where the averages were identical), with wage differences ranging from 4 to 38 cents an hour. The differential was between 15 and 30 cents an hour in more than half of the areas. Dry-cleaning pressers, hand and machine, generally received the highest wages among the women's jobs studied, with averages well above \$1.50 an hour recorded in many cities. Wage relationships between women dry-cleaning pressers using hand and machine methods were not consistent among the areas; however, in 20 of the 27 areas for which comparisons for these occupations could be made, machine pressers had higher earnings than hand pressers. (See table 2.)

Machine dry-cleaning pressers, numerically the largest and among the highest paid men's occupations studied, averaged less than \$1.50 an hour in five southern areas and St. Louis, but more than \$2 in four North Central areas and in the San Francisco Bay area. Washing-machine operators were the highest paid among the men's laundry jobs studied, averaging more than \$1.50 in most areas outside the South.

Average weekly earnings for routemen (driver-salesmen), usually paid on a commission basis, ranged from \$72.50 in Providence to \$131.00 in Chicago. In 17 areas studied, averages ranged from \$85.50 to \$106.50. No consistent relationship existed between the length of the workweek and the level of earnings. For example, routemen in Boston working 5½ days a week averaged \$81.00—\$14.50 less than those working only 5 days. (See table 3.)

### Establishment Practices

Data were also obtained on work schedules and selected supplementary benefits, including paid holidays and vacations, retirement plans, life insurance, sickness and accident insurance, and hospitalization and surgical benefits (table 4).

**Scheduled Weekly Hours.** Weekly work schedules of 40 hours applied to the majority of plant workers in 19 areas. Slightly longer schedules were prevalent in most of the remaining areas, while schedules of 48 hours or more were common only in Miami (applying to four-fifths of the workers).

**Paid Holidays and Vacations.** Vacations and holidays with pay were provided to workers with qualifying periods of service by establishments accounting for a large majority of the inside workers in nearly all the areas studied. In virtually all areas, the prevailing vacation practice was 1 week after a year of service; in a majority of the areas, most workers with 5 years of service received 2 weeks of vacation pay. Vacations of 3 weeks or more were common only in Buffalo, Newark and Jersey City, Pittsburgh, and Minneapolis-St. Paul. Holiday pay practices varied among the 29 areas. The majority of the workers surveyed in Atlanta, Dallas, and Miami were provided with fewer than 5 paid holidays a year,

whereas the majority of the workers in Newark and Jersey City and in San Francisco-Oakland received 7 paid holidays. The prevailing practice in the remaining areas (except Boston) was 5 or 6 paid holidays a year.

Holiday provisions were the same for routemen as for inside workers in establishments employing the majority of the workers in 27 areas; vacation provisions were identical for the two groups of workers in establishments employing a majority of the workers in 21 areas.

TABLE 3. NUMBER AND AVERAGE STRAIGHT-TIME WEEKLY EARNINGS<sup>1</sup> OF ROUTEMEN IN POWER LAUNDRY AND DRY-CLEANING ESTABLISHMENTS, 29 AREAS, MID-1960<sup>2</sup>

Area	Total routemen <sup>3</sup>		Routemen having scheduled workweek of—					
	No. of workers	Avg. wkly. earnings <sup>1</sup>	5 days		5½ days		6 days	
			No. of workers	Avg. wkly. earnings <sup>1</sup>	No. of workers	Avg. wkly. earnings <sup>1</sup>	No. of workers	Avg. wkly. earnings <sup>1</sup>
NORTHEAST								
Boston.....	398	\$92.50	245	\$95.50	95	\$81.00	58	\$98.00
Buffalo.....	128	102.50	73	104.00	—	—	—	—
Newark and Jersey City.....	610	94.00	600	94.00	—	—	—	—
New York City.....	1,067	93.50	1,059	93.00	—	—	—	—
Philadelphia.....	619	94.00	595	94.50	—	—	—	—
Pittsburgh.....	294	105.50	125	103.00	94	102.00	75	114.50
Providence.....	106	72.50	70	75.00	25	65.00	—	—
SOUTH								
Atlanta.....	131	81.50	—	—	—	—	104	83.50
Baltimore.....	351	92.00	140	88.00	105	94.00	136	94.50
Dallas.....	98	88.00	—	—	42	78.50	56	94.50
Houston.....	198	91.00	—	—	66	100.00	120	86.00
Louisville.....	171	83.00	—	—	44	80.50	90	74.00
Memphis.....	265	78.50	—	—	190	82.00	65	70.00
Miami.....	163	100.50	—	—	—	—	163	100.50
New Orleans.....	132	82.00	—	—	17	87.50	50	82.00
Washington.....	319	118.00	220	112.50	—	—	—	—
NORTH CENTRAL								
Chicago.....	1,523	131.00	—	—	204	121.00	1,319	132.50
Cincinnati.....	154	106.50	105	96.50	38	126.00	—	—
Cleveland.....	195	85.50	87	83.50	—	—	98	87.00
Detroit.....	217	117.50	187	119.00	8	113.50	22	105.50
Indianapolis.....	198	100.50	155	97.50	—	—	43	111.00
Kansas City.....	187	89.00	—	—	22	96.00	163	87.00
Milwaukee.....	234	113.50	—	—	74	110.50	160	115.50
Minneapolis-St. Paul.....	240	103.00	228	103.50	—	—	—	—
St. Louis.....	261	83.00	—	—	89	76.50	162	83.50
WEST								
Denver.....	161	91.00	47	95.50	67	86.00	—	—
Los Angeles-Long Beach.....	717	113.00	614	111.00	103	123.00	—	—
Portland.....	150	102.50	117	105.50	33	93.00	—	—
San Francisco-Oakland.....	326	116.00	294	116.00	32	117.00	—	—

<sup>1</sup> Includes commission earnings and excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Earnings are rounded to nearest half dollar.

<sup>2</sup> See footnote 1 of text for definition of areas and payroll periods covered.

<sup>3</sup> Total number of routemen in all areas studied is 9,673. Figures for each area include data for workers not shown separately.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

TABLE 4. PERCENT OF NONSUPERVISORY PRODUCTION WORKERS, EXCEPT ROUTEMEN, EMPLOYED IN POWER LAUNDRY AND DRY-CLEANING ESTABLISHMENTS WITH FORMAL PROVISIONS FOR SELECTED SUPPLEMENTARY WAGE BENEFITS,<sup>1</sup> 29 AREAS, MID-1960<sup>2</sup>

Area	Paid vacations <sup>3</sup>				Paid holidays <sup>4</sup>					Health, insurance, and pension plans <sup>5</sup>						
	Total <sup>4</sup>	1 week after 1 year of service	2 weeks after 5 years of service	3 weeks after 15 years of service	Total	Less than 5 days	5 days	6 days	7 days or more	Life	Accidental death and dismemberment	Sickness and accident	Hospitalization	Surgical	Medical	Retirement pension
NORTHEAST																
Boston.....	95	91	69	28	85	4	4	32	45	51	49	55	57	57	47	-----
Buffalo.....	100	100	100	81	94	-----	-----	83	10	87	6	81	87	87	6	-----
Newark and Jersey City.....	100	99	92	72	100	-----	-----	9	91	91	80	30	95	93	71	18
New York City.....	99	99	98	1	100	-----	-----	55	45	94	2	90	94	94	93	92
Philadelphia.....	100	736	34	6	100	-----	-----	99	1	99	99	2	98	98	98	-----
Pittsburgh.....	100	100	89	77	93	-----	1	87	5	83	81	81	83	81	81	-----
Providence.....	92	88	49	31	73	-----	-----	42	30	51	23	-----	59	59	-----	24
SOUTH																
Atlanta.....	88	84	(9)	(9)	100	66	34	-----	-----	49	26	19	33	30	5	-----
Baltimore.....	95	88	44	-----	100	6	28	59	7	61	58	21	45	43	17	-----
Dallas.....	83	73	17	17	84	59	17	8	-----	61	8	2	67	67	18	6
Houston.....	57	57	(10)	(10)	86	29	38	11	7	19	3	5	16	16	-----	-----
Louisville.....	85	85	38	-----	40	9	17	14	-----	35	21	-----	9	9	-----	21
Memphis.....	96	92	83	-----	100	27	73	-----	-----	30	15	-----	27	12	-----	38
Miami.....	94	80	45	-----	89	56	6	9	17	10	6	4	14	14	3	8
New Orleans.....	95	32	12	33	72	5	1	67	-----	45	13	35	45	45	40	-----
Washington.....	68	87	56	2	100	6	1	90	2	53	46	52	65	53	26	-----
NORTH CENTRAL																
Chicago.....	99	99	97	-----	99	-----	-----	99	-----	95	95	95	93	93	93	-----
Cincinnati.....	100	100	77	8	100	-----	-----	100	6	67	67	37	60	60	37	-----
Cleveland.....	100	100	75	-----	100	7	-----	86	6	92	5	89	96	8	3	-----
Detroit.....	100	100	95	28	98	2	-----	95	-----	87	87	85	89	89	89	87
Indianapolis.....	100	100	88	4	100	-----	-----	100	-----	100	95	95	100	100	100	-----
Kansas City.....	100	100	100	-----	100	-----	-----	100	-----	92	92	92	92	92	92	-----
Milwaukee.....	100	100	100	9	100	-----	-----	100	-----	96	9	96	96	96	87	9
Minneapolis-St. Paul.....	100	100	100	96	100	-----	-----	100	-----	96	96	96	96	96	96	-----
St. Louis.....	100	100	100	2	100	-----	-----	93	7	89	89	89	89	89	89	-----
WEST																
Denver.....	86	86	65	-----	73	-----	-----	68	4	18	18	-----	22	22	18	-----
Los Angeles-Long Beach.....	92	80	67	-----	94	-----	2	89	2	62	53	2	73	73	73	13
Portland.....	100	100	89	-----	100	-----	-----	100	-----	89	89	89	89	89	89	-----
San Francisco-Oakland.....	100	100	100	37	100	-----	-----	37	63	100	78	-----	100	100	100	69

<sup>1</sup> If formal provisions for supplementary benefits in an establishment were applicable to half or more of the workers, the benefits were considered applicable to all workers. Because of length-of-service and other eligibility requirements, the proportion of workers currently receiving the benefits may be smaller than estimated.

<sup>2</sup> See footnote 1 of text for definition of areas and payroll periods covered.

<sup>3</sup> Vacation payments, such as percent of annual earnings and flat-sum amounts, are converted to an equivalent time basis. Periods of service were arbitrarily chosen and do not necessarily reflect the individual provisions for progressions. Provisions for vacations of 3 weeks or more are summarized in the text and are reported in greater detail in the comprehensive report on the study.

<sup>4</sup> Includes provisions in addition to those shown separately.

<sup>5</sup> Limited to full-day holidays provided annually.

<sup>6</sup> Includes only those private plans for which at least a part of the cost is

borne by the employer and excludes legally required plans such as workmen's compensation and social security.

<sup>7</sup> The majority of the workers were employed in establishments providing more than 1 but less than 2 weeks' vacation after 1 year of service.

<sup>8</sup> The majority of the workers were employed in establishments providing more than 2 but less than 3 weeks' vacation after 5 years of service.

<sup>9</sup> 84 percent of the workers were employed in establishments providing 1 week's vacation after 5 or 15 years of service.

<sup>10</sup> The majority of the workers were employed in establishments providing 1 week's vacation after 5 or 15 years of service.

<sup>11</sup> 33 percent of the workers were employed in establishments providing 2 weeks' vacation after 1 year of service.

<sup>12</sup> 33 percent of the workers were employed in establishments providing 3 weeks' vacation after 5 years of service.

NOTE: Because of rounding, sums of individual items may not equal totals.

**Health, Insurance, and Pension Plans.** Various types of health and insurance plans, financed at least in part by employers, were available to a majority of inside plant workers in 22 areas studied. Life insurance was available to a majority of inside workers in 22 areas; hospitalization insurance in 21 areas; surgical insurance in 20 areas; accidental death and dismemberment, sickness and accident insurance, and medical insurance in 14 areas; and retirement pension plans in 3 areas.

Sick leave plans and catastrophe insurance (extended medical coverage) benefits were reported infrequently.

Health and insurance benefits for routemen were generally similar to those reported for inside workers in most instances; however, in several of the areas, pension plans were more commonly reported for routemen than for inside workers.

—DOUGLAS K. FRIDRICH

Division of Wages and Industrial Relations

## Wage Chronology No. 7: Swift & Co.<sup>1</sup>

### Supplement No. 6—1959-60

SETTLEMENTS providing changes in wage rates and fringe benefits were reached in October 1959 by Swift & Co. with two AFL-CIO affiliates, the Amalgamated Meat Cutters and Butcher Workmen (MCBW) and the United Packinghouse, Food and Allied Workers (UPWA),<sup>2</sup> and with the unaffiliated National Brotherhood of Packinghouse Workers (NBPW). After a 7-week strike by approximately 18,000 employees at 37 plants, the MCBW and UPWA and the company reached agreement on October 22 and signed new contracts the following day. The company and the independent union had reached an interim agreement on September 18 and signed their final contract on October 22. Except for employees at plants in Fort Worth and San Antonio, Tex., the interim agreement provided for a wage increase of 8.5 cents, effective September 1, 1959, continuation of the cost-of-living escalator clause, and incorporation of the existing 14-cent cost-of-living allowance into base rates. Other improvements agreed to by the parties applied to all of the company's NBPW plants.

At the conclusion of their national wage and contract conferences in June 1959, the affiliated unions had agreed to coordinate their bargaining and had adopted industrywide goals of "substantial" wage increases, shorter hours, improved insurance, pension, health, and sick leave benefits, liberalization of vacation and severance pay requirements, and increased clothing allowances and night-shift premiums. When negotiations began in July, the company proposed a 3-year contract with no general wage increase and readjustment of rates in selected areas to enable the company "to meet competition," elimination of the escalator clause, limitations on company liability under the hospital, medical, and surgical plan, and changes in the holiday, weekly guarantee, and weekend pay provisions. On September 2, the company offered to increase meal allowances and night-shift premium pay at all plants. This offer also included, except at certain plants, wage increases

totaling 15 cents an hour over a 2-year contract period (8.5 cents, of which 2 cents was credited toward any future cost-of-living adjustment, effective September 1, 1959, and 6.5 cents effective September 1, 1960) and incorporation of the existing 14-cent cost-of-living allowance into base rates. On September 8, 4 days after a work stoppage by members of the MCBW and UPWA had closed 37 plants, the company added continuation of the escalator clause except at selected plants, a proposed savings plan, and diagnostic health insurance. On October 2, it offered immediate wage increases totaling 5 cents an hour for some plants originally excluded from the general increase of 8.5 cents and extension of the escalator provision to them, premium pay for freezer work, and improved holiday provisions. The company's proposal of October 21 was accepted by the representatives of the striking locals on the following day and subsequently ratified by the members of the two unions.

As finally agreed to by Swift and the three unions, the settlement provided wage increases of 8.5 cents an hour in the first contract year<sup>3</sup> and 6.5 cents in the second year except for workers at nine plants. The contracts reestablished some and increased other geographic pay differentials by making the total negotiated increase for the entire contract period 8.5 cents at certain plants. At two plants, the 8.5 cents was made effective in September 1959; at seven other plants, 5 cents of the increase was made effective in September 1959, and 3.5 cents in September 1960. Cost-of-living escalator clauses of the previous contracts were continued, and the existing allowance of 14 cents was incorporated into base rates. Premiums for Saturday and Sunday work on continuous operations and for night-shift work were increased, and some holiday pay practices were changed.

Diagnostic laboratory and X-ray benefits were added to the hospital insurance plans, and the company and the unions agreed to review the health benefits program. The company's Savings and Security Plan was offered to all three unions

<sup>1</sup> See Monthly Labor Review, July 1949 (pp. 25-31), October 1950 (pp. 476-478), January 1952 (pp. 57-58), August 1953 (pp. 842-845), November 1955 (pp. 1259-1261), September 1958 (pp. 1005-1009), or Wage Chronology Series 4, No. 7.

<sup>2</sup> Formerly United Packinghouse Workers of America; the union's name was changed at its 1960 convention.

<sup>3</sup> Of the increase effective September 1, 1959, 2 cents was credited against any future cost-of-living adjustment payable during the term of the agreement.

and was accepted by the NBPW. Separation allowances were increased in the MCBW and UPWA agreements. The NBPW and the company agreed to reduce the service requirement for 3 weeks' vacation to 12 years, while the MCBW and UPWA agreed to 3 weeks' vacation after 10 years' service.

The contracts are to remain in effect through August 31, 1961, with no reopening provisions.

The following tables bring the wage changes of the Swift & Co. chronology through 1960 and take into account the revisions in supplementary benefits and other changes provided in the 1959 agreements.

#### A—General Wage Changes

Effective date	Provision	Applications, exceptions, and other related matters
January 1959 (NBPW agreement dated Oct. 11, 1956; MCBW and UPWA agreements dated Oct. 12, 1956).	1 cent an hour increase-----	Semiannual adjustment of cost-of-living allowance.
July 1959-----	No change-----	Semiannual review of cost-of-living allowance.
Sept. 1, 1959 (NBPW interim agreement dated Sept. 18, 1959).	8.5 cents an hour increase-----	Included 2 cents credited toward any future cost-of-living adjustment. Entire increase as well as previous 14-cent cost-of-living allowance incorporated into base rates. Escalator clause continued except at plants in Fort Worth and San Antonio, Tex. Rates at plants in Fort Worth and San Antonio, Tex., were not changed.
Sept. 1, 1959 (NBPW agreement dated Oct. 22, 1959).	-----	In addition: 8.5 cents an hour increase at plant in Fort Worth, Tex., and 5 cents an hour at plant in San Antonio, Tex. Escalator clause also continued at these plants. <sup>1</sup> Deferred wage-rate increase of 6.5 cents (3.5 cents at San Antonio, Tex.) effective Sept. 1, 1960, except at Fort Worth, Tex.
Sept. 1, 1959 (MCBW and UPWA agreements dated Oct. 23, 1959).	8.5 cents an hour increase-----	Included 2 cents credited toward any future cost-of-living adjustment. Entire increase as well as previous 14-cent cost-of-living allowance incorporated into base rates and escalator clause continued. <sup>1</sup> Rates at plants in Montgomery, Ala., Ocala, Fla., Atlanta and Moultrie, Ga., Lake Charles, La., and Jackson, Miss., were increased only 5 cents. Deferred wage-rate increase of 6.5 cents an hour (3.5 cents at plants listed above) effective Sept. 1, 1960, except at Nashville, Tenn.
January 1960 (first pay period in the month).	1 cent an hour increase-----	Semiannual adjustment of cost-of-living allowance.
July 1960 (first pay period in the month).	2 cents an hour increase-----	Semiannual adjustment of cost-of-living allowance.
Sept. 1, 1960 (NBPW agreements dated Sept. 18 and Oct. 22, 1959; MCBW and UPWA agreements dated Oct. 23, 1959).	6.5 cents an hour increase-----	Except at plants in Montgomery, Ala., Ocala, Fla., Atlanta and Moultrie, Ga., Jackson, Miss., and San Antonio, Tex., where increases were 3.5 cents, and at Nashville, Tenn., and Fort Worth, Tex., where rates were not changed.

<sup>1</sup> The new agreements revised the base of the cost-of-living escalator clause to incorporate the existing 14-cent allowance and the 2 cents to be credited toward any future cost-of-living adjustment payable during the term of the agreement, but otherwise continued the previous escalator provisions, with

semiannual adjustments to become effective in January and July and to be based on the Bureau of Labor Statistics Consumer Price Index for the months of November and May as follows:

Consumer Price Index (1947-49=100)	Cost-of-living allowance
125.2 or less-----	None.
125.3 to 125.7-----	1 cent.
125.8 to 126.2-----	2 cents.
126.3 to 126.7-----	3 cents.
126.8 to 127.2-----	4 cents.
127.3 to 127.7-----	5 cents.
127.8 to 128.2-----	6 cents.
128.3 to 128.7-----	7 cents.
128.8 to 129.2-----	8 cents.
129.3 to 129.7-----	9 cents.
129.8 to 130.2-----	10 cents.

and so forth, with a 1-cent adjustment for each 0.5-point increase in the index.

B—Unskilled (Common Labor) Hourly Wage Rates, 1958–60<sup>1</sup>

Plant location <sup>2</sup>	Union	Effective date			Plant location <sup>3</sup>	Union	Effective date		
		Sept. 1, 1958	Sept. 1, 1959	Sept. 1, 1960			Sept. 1, 1958	Sept. 1, 1959	Sept. 1, 1960
Atlanta, Ga.	UPWA	\$1.940	\$2.130	\$2.165	Menominee, Mich.	MCBW	\$1.940	\$2.165	( <sup>4</sup> )
Baltimore, Md.	MCBW	1.940	2.165	2.230	Milwaukee, Wis.	UPWA	1.940	2.165	\$2.230
Boise, Idaho	MCBW	1.940	2.165	2.230	Montgomery, Ala.	MCBW	1.800	2.080	2.115
Broderick, Calif. <sup>5</sup>	MCBW		\$2.385	2.450	Moultrie, Ga.	MCBW	1.800	2.080	2.115
Brooklyn, N.Y. <sup>6</sup>	UPWA	1.940	2.165	2.230	Nashville, Tenn.	MCBW	1.940	2.165	2.165
Chicago, Ill.	UPWA	1.940	2.165	2.230	National City, Ill.	MCBW	1.940	2.165	2.230
Chicago, Ill. (Hammond plant)	UPWA	1.940	2.165	2.230	New Haven, Conn. <sup>7</sup>	UPWA	1.940	2.165	2.230
Cleveland, Ohio	UPWA	1.940	2.165	2.230	North Portland, Ore.	MCBW	1.900	2.215	2.280
Columbus, Ohio	MCBW	1.940	2.165	2.230	Ocala, Fla.	MCBW	1.850	2.040	2.075
Dallas, Tex.	UPWA	1.940	( <sup>8</sup> )	( <sup>8</sup> )	Ogden, Utah	MCBW	1.940	2.165	2.230
Denver, Colo.	UPWA	1.940	2.165	2.230	Omaha, Nebr.	UPWA	1.940	2.165	2.230
Des Moines, Iowa	UPWA	1.940	2.165	2.230	St. Louis, Mo.	NBPW	\$2.005	\$2.230	\$2.295
Evansville, Ind.	UPWA	1.940	2.165	2.230	St. Paul, Minn.	UPWA	1.940	2.165	2.230
Fort Worth, Tex.	NBPW	\$2.005	\$2.230	\$2.230	San Antonio, Tex.	NBPW	\$1.980	\$2.170	\$2.205
Hallstead, Pa.	UPWA	1.940	2.165	2.230	Scottsbluff, Nebr.	MCBW	1.940	2.165	2.230
Harrisburg, Pa.	NBPW	\$2.005	\$2.230	\$2.295	Sioux City, Iowa	UPWA	1.940	2.165	2.230
Jackson, Miss.	MCBW	1.700	1.980	2.015	Somerville, Mass. <sup>9</sup>	UPWA	1.940	2.165	2.230
Kansas City, Kans.	NBPW	\$2.005	\$2.230	\$2.295	South St. Joseph, Mo.	NBPW	\$2.005	\$2.230	\$2.295
Kearney, N.J. <sup>10</sup>	UPWA	1.940	2.165	2.230	South San Francisco, Calif.	MCBW <sup>11</sup>	\$2.080	2.305	2.370
Lakes Charles, La.	MCBW	1.940	2.130	( <sup>4</sup> )	Watertown, S. Dak.	MCBW	1.940	2.165	2.230
Los Angeles, Calif.	UPWA	2.040	2.265	2.330	Winona, Minn.	UPWA	1.940	2.165	2.230
Marshalltown, Iowa	NBPW	\$2.005	\$2.230	\$2.295					

<sup>1</sup> Rates shown apply to men and women classified as unskilled labor. Previous differential eliminated Sept. 1, 1958, by agreements of Oct. 11 and 12, 1956.

<sup>2</sup> Rates do not include cost-of-living allowance. Rates for Sept. 1, 1959, and Sept. 1, 1960, include accumulated cost-of-living allowance incorporated into base rates on Sept. 1, 1959. See footnote 1, table A.

<sup>3</sup> Wichita, Kans., omitted because location is not a packing plant.

<sup>4</sup> Plant included for first time in 1959 master agreement.

<sup>5</sup> Includes an amount in lieu of clothes-changing time and clothes allowance.

<sup>6</sup> Formerly New York, N.Y.

<sup>7</sup> Plant closed prior to this date.

<sup>8</sup> Plants at Harrison and Jersey City consolidated with Kearney.

<sup>9</sup> Plant at Springfield, Mass., consolidated with New Haven.

<sup>10</sup> Cambridge jurisdiction consolidated with Somerville.

<sup>11</sup> Production workers represented by MCBW, maintenance workers by UPWA.

<sup>12</sup> Correction of rate printed in Supplement No. 5 to Swift & Co. Wage Chronology (in Monthly Labor Review, September 1958, p. 1007).

## C—Related Wage Practices

Effective date	Provision	Applications, exceptions, and other related matters
Guaranteed Time		
Oct. 22, 1959 (NBPW agreement of same date).	}	Pay for holidays falling outside guarantee period not to be credited toward weekly guarantee.
Oct. 23, 1959 (MCBW and UPWA agreements of same date).		
Shift Premium Pay		
Sept. 1, 1959 (NBPW interim agreement dated Sept. 18, 1959).	}	In some plants, night premium applied between 7 p.m. and 7 a.m. Premium to be included in computing daily overtime pay.
Oct. 23, 1959 (MCBW and UPWA agreements of same date).		
Premium Pay for Saturday and Sunday Work		
Sept. 1, 1959 (NBPW interim agreement dated Sept. 18, 1959).	}	(Correction) Currently, workers provided another day of rest in lieu of Saturday paid time and a half for work on assigned day of rest.
Oct. 23, 1959 (MCBW and UPWA agreements of same date).		
Premium Pay for Freezer Work		
Oct. 22, 1959 (NBPW agreement of same date).	}	Regular rate plus four brackets (16 cents an hour) to NBPW and three brackets (12 cents an hour) to MCBW and UPWA to be paid for freezer work.
Oct. 23, 1959 (MCBW and UPWA agreements of same date).		

## C—Related Wage Practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Holiday Pay</i>		
Oct. 22, 1959 (NBPW agreement of same date). Oct. 23, 1959 (MCBW and UPWA agreements of same date).		<p>Pay to be based on employee's regular wage rate or rate of temporary assignment worked during last scheduled day before holiday, whichever is higher, instead of only regular rate as in former provision.</p> <p>Eligibility requirement that employee must work hours as ordered on (1) holiday, (2) last day before holiday, and (3) first day after holiday changed by substituting "on last scheduled workday before and first scheduled workday after holiday" for (2) and (3).</p> <p>Changed: Holiday pay provided employee laid off during week of or preceding holiday and recalled week of or week following holiday.</p> <p>Added: Employee laid off during week before Christmas and recalled during week following New Year's Day to receive pay for both holidays.</p> <p>Changed: Local management authorized to substitute (a) local holiday celebrated in lieu of Memorial Day and (b) Monday or Friday (or other day agreed to with union) in week preceding or week following Washington's Birthday and Veterans Day.</p>
<i>Paid Vacations</i>		
Dec. 31, 1959 (MCBW and UPWA agreements dated Oct. 23, 1959).	Changed to: Requirement for 3 weeks' vacation reduced to 10 years of service.	Eligibility requirement reduced from being on payroll for 300 calendar days (during preceding 365 calendar days or calendar year) to 270 days, and length of permissible break in service increased from 30 to 60 days.
Dec. 31, 1960 (NBPW agreement dated Oct. 22, 1959).	Changed to: Requirement for 3 weeks' vacation reduced to 12 years of service.	
Dec. 31, 1960 (MCBW and UPWA agreements dated Oct. 23, 1959).		Changed: Pay for each week of vacation computed on basis of 2.2 percent of employee's gross earnings (excluding suggestion awards) for previous calendar year. Pay for employee absent 12 or more consecutive weeks because of disability or accident during previous calendar year to be computed on basis of his average earnings in 4 full workweeks preceding vacation.
<i>Separation Allowance</i>		
Oct. 23, 1959 (MCBW and UPWA agreements of same date).	Increased to: 1 week's pay for each year of service through 10.	
<i>Tools and Equipment</i>		
Oct. 22, 1959 (NBPW agreement of same date). Oct. 23, 1959 (MCBW and UPWA agreements of same date).	Currently, company furnishes cotton gloves, safety boots, and safety shoes where necessary, rubber aprons where required and requested, and other specified safety devices.	

## C—Related Wage Practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Meals and Mealtime</i>		
Sept. 1, 1959 (NBPW interim agreement dated Sept. 18, 1959). Oct. 23, 1959 (MCBW and UPWA agreements of same date).	Increased: Value of meal or meal ticket to \$1.50.	
<i>Insurance Plan <sup>1</sup></i>		
Dec. 1, 1956 (NBPW agreement dated Oct. 11, 1956; MCBW and UPWA agreements dated Oct. 12, 1956). Dec. 1, 1959 (NBPW agreement dated Oct. 22, 1959; MCBW and UPWA agreements dated Oct. 23, 1959).	Added: <i>Diagnostic laboratory and X-ray benefits</i> <sup>2</sup> —maximum of \$50 for all sickness during 6 consecutive months and for each accident.	(Correction) Hospitalization benefits extended to cover nervous and mental disorders for maximum of 30 days.  Applicable to any examination made or recommended by physician, in hospital or not, in diagnosis of accidental injury or sickness. Excluded benefits related to pregnancy, injury or sickness covered by workmen's compensation and occupational disease laws, dental X-ray except when necessitated by accidental injury, fitting of physical aids, benefits furnished by a government agency, and periodic, premartial, camp, or school admission examinations.
<i>Savings and Security Plan</i>		
Dec. 1, 1959 (NBPW agreement dated Oct. 22, 1959).	Voluntary savings plan established. Employee could elect weekly payroll deductions ranging from \$1 to \$2.40; company to contribute amount equal to half the employee's allotment and to pay administrative costs. Savings and contributions to be credited to employee's individual account in trust fund; withdrawals could be made as follows: (A) Employee's savings—at any time, with minimum withdrawal equal to the smaller of 1 year's allotment or the entire amount credited to employee. (B) Company contribution—(1) securities credited to employee more than 2 years earlier than calendar year of withdrawal, or (2) securities and cash credited to (a) employee who had been on more than 6 consecutive months' layoff because of lack of work, (b) employee who had been terminated by retirement or total and permanent disability, or (c) employee terminated by force reduction because of department or unit shutdown or technological change and who was not expected to be reemployed.	Employee's allotment to be invested in United States savings bonds; company's contribution in company stock or savings bonds, as elected by employee.  Company contribution forfeited in proportion to amounts withdrawn from employee's savings except under circumstances listed in column 2 or after layoff for more than 2 weeks because of lack of work. On death, employee's estate to receive amounts credited to employee's account, including company contributions.

<sup>1</sup> The company and the unions agreed to review the health benefits program (letters dated October 22, 1959, NBPW, and contracts dated October 23, 1959, MCBW and UPWA).

<sup>2</sup> If stipulated benefits could not be provided at a cost to the company of

34 cent or less per hour worked by covered employees, the company and unions agreed to reopen the matter of diagnostic coverage so as to work out a method of providing such care for this amount (supplemental agreements dated October 22, NBPW, and October 23, MCBW and UPWA).

# Significant Decisions in Labor Cases\*

## Picketing

In the following two cases, the courts distinguished informational as opposed to organization or recognitional picketing under 8(b)(7)(B) of the National Labor Relation Act, as amended. Although the major issues and the factual circumstances were by no means identical in these cases (see footnote 10), both decisions contained the proviso that injunctive relief must turn on an evaluation as to the "reasonably immediate" objective of the picketing.

*Case No. 1.* A U.S. district court held<sup>1</sup> that section 8(b)(7)(B) of the NLRA, as amended, which proscribes recognition and organizational picketing by a union within 12 months after a representation election, was not unconstitutional as abridging freedom of speech.

The union in this case notified the regional director of the National Labor Relations Board that the management of a department store had threatened to discharge employees who attended union meetings during an organizational drive. The union subsequently filed a petition for certification as bargaining representative, but withdrew it after a hearing concerning the appropriate unit for collective bargaining. Shortly thereafter, the union began picketing the stores with signs reading "Irvin's refuses to recognize Local 692." The employer then filed charges under section 8(b)(7)(C) of the NLRA alleging that the picketing was being conducted without a petition under section 9(C) having been filed at the appropriate time. The union then filed a second petition, requesting an expedited election under section 8(b)(7)(C).

Dismissing the employer's charges, the regional director notified the employer and the union that an election would be held. However, the day before the election was scheduled, the union filed

charges that the employer by intimidation and threats had interfered with the rights of employees to organize, guaranteed by section 7 of the NLRA, and the election was postponed pending disposition of the charges.

When the parties arrived at a settlement, notices were posted concerning the settlement agreement and the election was rescheduled. The union was defeated in the election.

After the election, the picketing was continued, but the signs were changed to read: "This is a nonunion store. Irvin's opposes a union for its employees. Please do not patronize retail store . . . ." Handbills were distributed to customers and the public but no attempt was made to reach the employees. The union also wrote a letter to the employer stating in effect that the purpose of the picketing was purely informational and denying any recognitional or organizational object until a majority of the employees indicate a desire to be represented by it.

The employer filed charges against the union under section 8(b)(7)(B) of the NLRA, as amended. Acting on the charge, the Board's regional director sought a temporary injunction restraining the union from picketing in violation of section 8(b)(7)(B). The union organizer testified that the picketing was to inform the public of the employer's antiunion attitude, but that the picketing would cease if the employer would personally reassure the employees that he would not carry out threats previously made and they they were free to select a bargaining agent. Granting the injunction, the court noted that both parties had conceded the case came within subparagraph (B) and that the legislative history of that section revealed that Congress considered it advisable to prohibit picketing for a certain period of time following a legitimate election.

The court noted that subsection (C), which forbids organizational or recognitional picketing which continues for more than a reasonable period without an election petition being filed, expressly permits informational picketing unless the pick-

\*Prepared in the U.S. Department of Labor, Office of the Solicitor. The cases covered in this article represent a selection of the significant decisions believed to be of special interest. No attempt has been made to reflect all recent judicial and administrative developments in the field of labor law or to indicate the effect of particular decisions in jurisdictions in which contrary results may be reached based upon local statutory provisions, the existence of local precedents, or a different approach by the courts to the issue presented.

<sup>1</sup> *NLRB [Penello] v. Local 692, Retail Clerks Association* (U.S.D.C. Md., Sept. 23, 1960).

eting prevents pickups, deliveries, or other services by the employees or other persons. The court also noted that although subsection (B) contains no such proviso with respect to postelection picketing, this does not mean that informational picketing may not be carried on. The court reasoned that unless organization or recognition was one of the reasonably immediate objectives of postelection picketing, such picketing did not fall within subsection (B) and therefore could not be enjoined.

With respect to the union's efforts to deny any recognition or organizational objectives through its picketing, the court pointed out that it is not bound to accept at face value the self-serving statements made by either side.<sup>2</sup> On the other hand, the court said, the union's prior objective should not preclude it from engaging in lawful activity at a later time,<sup>3</sup> and there should be no presumption that the objects of the picketing would remain the same.<sup>4</sup>

After reviewing the preelection conduct of the union in this case and certain postelection statements of its representatives, the court concluded that the objective prohibited by section 8(b)(7)(B) could be inferred from the totality of the union's conduct—viewed in the light of the normal objectives of such conduct—and therefore granted the injunction.

In reply to the union's contention that its picketing was protected by the First Amendment to the Constitution, the court asserted that although Congress could not ban all picketing in every situation,<sup>5</sup> it could ban picketing which defeats a valid public policy. The court pointed out that the public policy embodied in the statute here is that an employer and his employees should be free for a reasonable time after an election from recognition and organizational picketing. The court concluded that, inasmuch as the union may utilize other means of communication for obtaining these objectives and picketing alone was proscribed

by section 8 (b)(7)(B), the statute was not unconstitutional.

*Case No. 2.* A U.S. district court held<sup>6</sup> that the NLRB was not entitled to a temporary injunction against a union's picketing in alleged violation of section 8(b)(7)(B) of the National Labor Relations Act, as amended, which bans recognition or organizational picketing within 12 months of a representation election, since there was no reasonable cause to believe that the picketing was for an unlawful object.

In this case, a union submitted a proposed contract following the opening of a variety chain store and, after several conferences with the employer, began picketing the store with signs stating that the store had "no clerk's union contract." The employer filed a representation petition pursuant to section 9(c) of the NLRA and a charge that the union was violating section 8(b)(7)(C) of the act, which prohibits picketing for recognition or organizational purposes without the filing of an election petition "within a reasonable period of time."

Pursuant to its rules, the Board directed an expedited election without a hearing. The union filed objections to the election, requesting postponement and an order directing the company to furnish it with a list of employees. Both were refused, and in the election, the union was unanimously rejected.

When picketing was resumed 6 weeks later, the employer filed charges under section 8(b)(7)(B), which bans recognition or organizational picketing within 12 months of a valid election. The Board sought an injunction against the picketing pending a decision on the charge.

In denying the injunction, the court refused to consider the union's contention that the election was invalid, on the ground that the validity of the election and the procedures followed by the Board were not proper subjects for this inquiry. The court pointed out that since the resolution of an unfair labor practice charge is within the exclusive jurisdiction of the Board, the election proceedings were not reviewable in the injunction proceedings.<sup>7</sup>

The court addressed itself to the question of whether the Board had reasonable cause to believe that the picketing carried on by the union after the election had as its object to force or require recognition or organization or whether, as the

<sup>2</sup> *Cavers v. Teamsters General Local #90* (U.S.D.C.E.D. Wis., Aug. 18, 1960).

<sup>3</sup> *McLeod v. Hotel and Restaurant Employees Union, Local 89* (C.A. 2, July 6, 1960). See also *Monthly Labor Review*, October 1960, pp. 1084-1085.

<sup>4</sup> Archibald Cox, *The Landrum-Griffin Amendments to the National Labor Relations Act* (in *Minnesota Law Review*, December 1959, pp. 257-274).

<sup>5</sup> *Thornhill v. Alabama*, 310 U.S. 88 (1940).

<sup>6</sup> *NLRB [Graham] v. Retail Clerks, Local 67* (U.S.D.C.Mont., Oct. 25, 1960).

<sup>7</sup> *Elliot v. Dallas General Drivers* (U.S.D.C.N.D. Tex., Nov. 30, 1959).

union maintained, the picketing was solely for the purpose of truthfully advising the public that the employer did not employ members of the labor organization. In answering these questions, the court noted that the picketing prior to the election had recognition or organization as an objective. However, it pointed out that neither the Board nor the court could rely on the presumption of continuity of the original object unless such presumption were supported by independent evidence of events and representations subsequent to the resumption of the picketing.

In analyzing the evidence, the court noted that the courts have generally recognized that all picketing, including informational picketing pertaining to an employer's failure to employ union members, has as its ultimate goal or object union recognition or bargaining.<sup>8</sup> Thus the court pointed out that if it accepted this premise, then in order to give recognition and effect to purely informational picketing because of the proviso in section 8(b)(7)(C),<sup>9</sup> it had to distinguish between the ultimate object and the reasonably immediate object in determining in any given case whether the picketing has an objective of forcing or requiring recognition or organization.

The court concluded that the absence of direct contact between the employer and the union following the election, the papers filed by the union with the Board prior to the election, and statements by the union disclaiming any intention to picket for recognition or organizational purposes, all were evidence that the union's purpose was to inform the public. The court concluded that the union's actions and representations, as well as the timing of the resumption of picketing, were insufficient evidence to show a reasonably immediate object of forcing or requiring recognition or organization, but rather manifested an intent to inform the public that the company did not have a union contract and employed nonunion clerks.<sup>10</sup>

The court noted that the employer's contention that the informational picketing proviso is limited to subparagraph (C) and affords no defense to a section 8(b)(7)(B) charge had been upheld in the *Penello* case. However, the court pointed out that in that opinion the court had stated that a court must keep in mind, even in a section 8(b)(7)(B) proceeding, "that there may be picketing which is purely informational in nature and which does not have any recognitional or organizational

objective." Such picketing is permitted by section 8(b)(7)(B) even during the year after an election.

### Other Labor Relations Cases

*Jurisdictional Dispute Between Sister Locals.* A U.S. district court held.<sup>11</sup> that the jurisdiction given Federal district courts under section 301 of the Labor Management Relations Act to enforce interunion contracts does not extend to a local union's action for declaratory judgment in a dispute with a sister local over an unwritten practice of allocating work areas among locals.

The defendant in this case was Mason Tenders District Council (comprised of five locals), of which Locals 23 and 33 were members. A customary practice among the five locals was to award jurisdiction to the local with the first two men on a construction job. The first two men on the construction job contested were members of Local 33, and one of the men was appointed shop steward. When Local 23 claimed the right to appoint the shop steward, the president of the District Council ruled in its favor. As Local 23 had had a crew of men at work on the job site earlier and had previously designated a shop steward, the executive board of the council concurred in this decision. Local 33 objected to the decision and requested the minutes of the council president's ruling as well as a review of the decision by the full membership of the council.

<sup>8</sup> See *Getreu v. Bartenders, Hotel and Restaurant Employees Union, Local 58* (U.S.D.C.N.D. Ind., Jan. 19, 1960). See also *Monthly Labor Review*, March 1960, pp. 293-294.

<sup>9</sup> Section 8(b)(7)(C) of the NLRA provides: "(C) where such picketing has been conducted without a petition under section 9(c) being filed within a reasonable period of time not to exceed thirty days from the commencement of such picketing: *Provided*, That when such a petition has been filed the Board shall forthwith, without regard to the provisions of section 9(c)(1) or the absence of a showing of a substantial interest on the part of the labor organization; direct an election in such unit as the Board finds to be appropriate and shall certify the results thereof: *Provided further*, That nothing in this subparagraph (C) shall be construed to prohibit any picketing or other publicity for the purpose of truthfully advising the public (including consumers) that an employer does not employ members of, or have a contract with, a labor organization, unless an effect of such picketing is to induce any individual employed by any other person in the course of his employment, not to pick up, deliver, or transport any goods or not to perform any services."

<sup>10</sup> The court noted that the fact that respondent withdrew from the election, the interval of 6 weeks between the two periods of picketing, the lack of any direct communication between respondent and Hested [the employer] for approximately 3 months prior to the picketing which began May 3, the legend on the sign, and the lack of any other activity in conjunction with the picketing distinguishes this case factually from *NLRB [Penello] v. Retail Clerks Association* (U.S.D.C. Md., Sept. 23, 1960), *supra*.

<sup>11</sup> *Local 33, International Hod Carriers v. Mason Tenders District Council of Greater New York* (U.S.D.C.S.D.N.Y., July 14, 1960).

The decision was reviewed and approved by the full council.

Local 33 repeated its request for the minutes of the meeting, although it appeared that a copy of the board's first decision had been sent to the local. The secretary of the council notified Local 33 that it was accepting the local's requests as the basis for an appeal before the General Executive Board of the International (in accordance with article 12 of the constitution of the International union) and that copies of all papers were available for inspection at the District Council's office. Article 10 of the constitution of the District Council provides that grievances and charges are to be brought before the Executive Board of the International and within 30 days from the notification of the council's final decision. Local 33 subsequently failed to appear at two scheduled hearings on its appeal (claiming expiration of the time for such hearing). The hearing was adjourned sine die.

Article 13, section 1 of the constitution of the International provides that neither a District Council nor affiliated locals shall resort to any court in any matter arising out of their membership until they have first exhausted the remedies provided by the constitutions of the International, the council, and the local. Section 301 of the LMRA provides that suits for violation of contracts between labor organizations may be brought before district courts; Local 33 brought an action under that section.

The court pointed out that the controlling question was whether Congress in enacting section 301 of the LMRA intended that such a dispute was to be decided by a Federal court. The court noted that, in one of the most recent cases<sup>12</sup> on this question, "Judge Mathes . . . found that the congressional purpose of maintaining uni-

formity and stability in industrial relations through the National Labor Relations Act and [NLRB] would be nullified by permitting the intervention of courts in matters which, but for the fact that they are embraced by contract, had long been entrusted exclusively to the [NLRB]." Judge Mathes pointed out that while the act was silent on the type of interunion contract contemplated, sections 7, 9 and 10 of the NLRA were most explicit in conferring exclusive jurisdiction on the NLRB in disputes concerning employee representation by unions and in protecting that jurisdiction from encroachment by any subsequent means established by agreement or law.

The court pointed out that a contrary result had been reached in a suit<sup>13</sup> for specific performance to compel arbitration of a no-raiding agreement between two international unions, when it was felt that the statute manifested "congressional recognition of contracts between unions as being the subject of enforcement in Federal courts." The court in the previously mentioned suit noted that the purpose of section 301 as interpreted in *Lincoln Mills*<sup>14</sup> was "to foster industrial peace by resort to court to enforce agreements so designed and finding this purpose present in an arbitration clause of a no-raiding agreement as well as in that of a collective bargaining agreement, the court felt that, if statutory purpose was to be fulfilled, it had to assume jurisdiction."

The court in the present case noted, however, that Judge Mathes<sup>15</sup> refused to extend the *Lincoln Mills* holding on the ground that there was a vast difference between a collective bargaining and a no-raiding agreement. His reasoning was that, while an employer had no remedy against a union to enforce the first type of agreement prior to the enactment of section 301, the Board had always had the power to settle interunion no-raiding disputes and there was, therefore, no need to extend the jurisdiction of the court to this latter type of suit.

The court concluded that it was convinced—on the basis of its knowledge of legislative intent in this area and from the fact that Congress had created the NLRB with broad exclusive powers and the Board's established procedures and specialized knowledge to resolve these disputes—it was not the intention of Congress "to throw the Federal courts into the skirmish and have them come up with varying opinions."<sup>16</sup>

<sup>12</sup> *International Union of Doll and Toy Workers v. Metal Polishers Union* (U.S.D.C.S.D. Calif., Jan. 18, 1960). See also *Monthly Labor Review*, May 1960, pp. 509-510.

<sup>13</sup> *United Textile Workers of America v. Textile Workers' Union of America*, 258 F. 2d 743 (1958).

<sup>14</sup> *Textile Workers of America v. Lincoln Mills*, 353 U.S. 448 (1957). See also *Monthly Labor Review*, August 1957, pp. 976-977. This decision granted specific performance of a collective bargaining agreement between an employer and a union.

<sup>15</sup> *International Union of Toy and Doll Workers v. Metal Polishers Union*, *supra*.

<sup>16</sup> The court noted that "While there is not at the present moment any conflict with the Board over this dispute, a charge of an unfair labor practice can overnight put the matter into that tribunal's hands, and we would then have the multiplicity of tribunals and diversity of procedures which *Garner v. Teamsters Union*, 346 U.S. 485, warned against."

*Union Funds for Legal Actions.* A U.S. court of appeals held <sup>17</sup> that union members were entitled under section 501 of the Labor-Management Reporting and Disclosure Act to a temporary injunction restraining local union officers from using union funds for their defense in certain civil and criminal actions.

Several members of a local union filed charges in a Federal district court under section 501 of the Labor-Management Reporting and Disclosure Act alleging that the local's officers conspired to defraud it of large sums of the union's money by using its funds for their defense in certain legal actions. The district court granted a preliminary injunction prohibiting the officers from using any of the local's funds to pay for any legal fees in the defense of civil or criminal actions which were presently pending against the officers in the courts of Pennsylvania or in the district court arising from alleged misuse of the union's funds.

The appeals court, in affirming the trial court's decision, pointed out that the trial court had acted in complete accord with the letter and spirit of the 1959 law. The appellate court noted that section 501(a) makes it the duty of a

union's officers "to hold its money and property solely for the benefit of the organization and its members, and to manage, invest, and expend the same in accordance with its constitution and bylaws and any resolutions of the governing bodies adopted thereunder." The court agreed with the district court's interpretation of section 501 <sup>18</sup> as authorizing only those expenditures made pursuant to lawful union bylaws or resolutions. The court concluded, however, that the resolution sanctioning these expenditures, which was voted by a majority of the union members, was not lawful, since it was beyond the power of the local and was inconsistent with the aims and purposes of the labor reform law.

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<sup>17</sup> *Local 107, International Brotherhood of Teamsters v. Cohen* (C.A. 3, Nov. 2, 1960).

<sup>18</sup> Section 501(a) also states that it is the duty of the officers "to refrain from dealing with such organization as an adverse party or in behalf of an adverse party in any matter connected with his duties and from holding or acquiring any pecuniary or personal interest which conflicts with the interests of such organization, and to account to the organization for any profit received by him in whatever capacity in connection with transactions conducted by him or under his direction on behalf of the organization. A general exculpatory provision in the constitution and bylaws of such a labor organization or a general exculpatory resolution of a governing body purporting to relieve any such persons of liability for breach of the duties declared by this section shall be void as against public policy."

# Chronology of Recent Labor Events

## November 1, 1960

SIX NEW YORK CITY NEWSPAPERS and the American Newspaper Guild agreed, subject to union membership ratification, to 2-year contracts providing for a \$7 weekly package increase. Provisions covered wage increases (varying by classification) averaging \$3.50 in 1960 and \$2.50 in 1961, a 50-cent increase each year in pension or welfare benefits, and a fourth week of vacation after 10 instead of 12 years of service. According to the Guild, "fundamentally" the same contract was agreed to by a seventh paper, the New York Post. The contracts cover 6,000 editorial, commercial, and maintenance employees.

AN 11-cent-an-hour general wage increase for employees of the United Biscuit Co. represented by the American Bakery and Confectionery Workers became effective. The increase was provided under terms of a 2-year contract reached after a 10-day strike affecting 2,500 workers at six establishments. According to the union, other contract provisions included an eighth paid holiday, a reopening on wage and health and welfare benefits on November 1, 1961, and severance pay of 1 week's wages for each year of service with the company.

## November 2

THE UNITED AUTO WORKERS lost a decertification election among employees of the United Aircraft Corp.'s Sikorsky Division in Bridgeport and Stratford, Conn., whom its Local 877 had represented since 1943. The vote was 2,557 for no union and 2,192 for the UAW. The election was an aftermath of a 3-month strike last summer, which terminated when the strikers voted to resume work without a contract. (See also p. 68 of this issue.)

THE U.S. Court of Appeals in Philadelphia upheld a lower court injunction, issued under section 501 of the Labor-Management Reporting and Disclosure Act of 1959, prohibiting local union officers from using union funds to pay for any legal fees in defense of civil or criminal actions pending against them in State and Federal courts, even though such expenditures had been authorized by a union resolution. The court held that the authorization was beyond the local's powers as derived from its constitution and inconsistent with the act's aims and purposes. The case was *Local 107, International Brotherhood of Teamsters v. Cohen*.

## November 7

THE UNITED FEDERATION OF TEACHERS, which reportedly represents a fourth of New York City's public school teachers, went on strike after charging the Superintendent of Schools with forsaking promises made last May to set a date for a collective bargaining election and to establish a dues checkoff. Other union groups of teachers did not support the strike. The federation ended the walkout on November 9 after a 1-day strike, when the Board of Education promised not to press charges against striking teachers under the State's Condon-Wadlin law which bans strikes by public employees, and Mayor Robert Wagner had arranged for three top labor leaders to evaluate the circumstances of the dispute. Striking teachers were, however, docked a day's pay.

## November 15

TWO HAZARDOUS OCCUPATIONS ORDERS issued by Secretary of Labor James P. Mitchell under the Fair Labor Standards Act went into effect. The orders raised from 16 to 18 years the legal minimum employment age for minors engaged in the operation and maintenance of circular and band saws and of guillotine shears (Order No. 14) and in wrecking and demolition work on buildings and in shipbreaking (Order No. 15).

ANTHONY PROVENZANO, a vice president of the Brotherhood of Teamsters and president of Local 506 in Hoboken, N.J., was indicted by a Federal grand jury in Newark, N.J., on charges of extorting \$17,000 in labor-peace payoffs from Dorn Transportation, Inc., of Rensselaer, N.Y., between 1952 and 1959. Provenzano had been accused by witnesses appearing before the now defunct Senate Select Committee on Improper Activities in the Labor or Management Field of accepting payments from employers with Teamster contracts (see Chron. item for Sept. 2, 1959, MLR, Nov. 1959).

THE NEW JERSEY Superior Court in Newark sentenced Eugene C. James, former secretary-treasurer of the Laundry, Dry Cleaning and Dye House Workers International Union, and Louis B. Saperstein, former Newark insurance broker, to prison terms of 1 to 2 years for conspiring to embezzle \$902,336 in union welfare fund premiums between 1952 and 1954. The union succeeded in recovering \$252,136 of the embezzled amount through the settlement of a civil suit brought earlier in a Federal district court in Chicago.

## November 16

THE NATIONAL LABOR RELATIONS BOARD ruled that an employer did not violate the Labor Management Relations Act by refusing during bargaining to furnish a union with job descriptions and evaluations for study outside the plant, because the records also contained information on production methods and processes which management did

not wish to be made public. The Board pointed out that the union's adamant demand precluded a test of the employer's willingness to let the union inspect the records on mutually satisfactory terms. The case was *American Cyanamid Co. and Local 120, International Chemical Workers*.

### November 22

AN ARBITRATION BOARD set up under the 1959 agreement between the International Longshoremen's Association and the New York Shipping Association (see chron. item for Dec. 1, 1959, MLR, Feb. 1960) announced an award establishing a scale of royalty payments by shippers to the union on cargo moving through the port of New York in container form. The payments, retroactive to last July 1, will range from 35 cents to \$1 per gross ton of "containerized" cargo. (See also p. 65 of this issue.)

### November 26

THE SECRETARY OF LABOR announced that the International Brotherhood of Electrical Workers, the Plumbers union, and the National Aeronautics and Space Agency (NASA), in dispute for 1 week over construction and installation work at the Cape Canaveral missile base in Florida, had reached an agreement providing that the workers represented by the unions would return to work on November 28 if the Secretary would appoint a committee to study the dispute and make recommendations for its settlement. The recommendations of the committee, to be composed of representatives from the Labor

and Defense Departments, the NASA, and the unions, are not to set a precedent for other missile work.

### November 29

STEELWORKER PRESIDENT David J. McDonald and R. Conrad Cooper of the United States Steel Corp. announced that the joint committee to study work rules, established under the January 1960 bargaining agreement for the basic steel industry (see Chron. item for Jan. 5, 1960, MLR, Mar. 1960), would not be able to submit recommendations by November 30, the date set by the pact, because preliminary work had not been completed, including the selection of a neutral chairman for the committee. (See also p. 67 of this issue.)

### November 30

THE executive council of the AFL-CIO Building and Construction Trades Department, meeting in Washington, D.C., authorized its president to review World War II "stabilization" agreements of construction unions, with a view toward evolving a policy for eliminating strikes at missile bases. Such contracts provided certain job guarantees to workers but banned lockouts and strikes. At the same time, members of the Plumbers union were instructed by their president through the union's journal not to strike or picket at missile bases without the council's approval. Similar but less formal action was taken by other presidents of construction unions who are also members of the Department's executive council.

# Developments in Industrial Relations \*

## Wages and Collective Bargaining

*Longshore.* A three-man board of arbitration announced on November 22, 1960, a formula to indemnify longshoremen for movement of containerized cargo through the port of New York. The plan, covering about 27,000 members of the International Longshoremen's Association (including checkers and clerks) employed by companies of the New York Shipping Association, Inc., calls for employers to pay from 35 cents to \$1 per gross ton of "containerized" cargoes shipped, the amount depending on the proportion of ship capacity fitted for vans or containers. The board had been set up in August 1960, following failure of the parties to reach agreement on specific payments under provisions of the 3-year contract signed in December 1959.<sup>1</sup> The award required employers to make payments retroactive to July 1, 1960. Payments are to continue for the duration of the 3-year collective bargaining agreement, with the right by either party to seek adjustments on October 1, 1961.

The award followed less than a month after an agreement covering West Coast longshoremen which provided a fund for workers affected by changing methods of cargo handling.<sup>2</sup> Unlike the West Coast agreement, the East Coast settlement did not deal with work-rule restrictions on cargo handling.

A union spokesman said that the ILA planned to extend provisions of the award to all Atlantic and Gulf ports, including all coastwise and inter-coastal shipping. Four coastal steamship companies are parties to the agreement between the union and the New York Shipping Association, but they had asked for relief from the indemnification plan on the ground that its cost might put them out of business. Thomas W. Gleason, general organizer of the ILA and a member of the arbitration panel, said the form of relief still had to be worked out.

*Other Transportation.* In late November, the Brotherhood of Railway and Steamship Clerks announced agreement with the Railway Express Agency, providing a 5-cent-an-hour pay increase retroactive to July 1, 1960, for about 25,000 workers. The settlement—similar to contract amendments agreed to in the summer of 1960 between the Nation's Class I railroads and the nonoperating unions<sup>3</sup>—incorporated the previously accumulated 17-cent-an-hour cost-of-living allowance into base rates and discontinued future escalation. Health and welfare benefit changes—effective March 1, 1961—included a company-paid life insurance policy for employees and equalization of dependents' hospital and in-hospital medical and surgical benefits with those for employees. Improvements in vacations were also provided.

The Pennsylvania Railroad announced on November 30 that, effective January 1, 1961, it was restoring salary cuts it had initiated in September.<sup>4</sup> A. J. Greenough, president of the line, said conditions had shown "enough improvement to warrant the restoration of full salaries." The reductions—which applied to about 4,300 officers and supervisory and other nonunion employees—had ranged from 5 to 30 percent.

*Other Settlements.* Three locals of the Amalgamated Clothing Workers of America in mid-November signed 3-year contracts granting immediate wage raises of \$3 and \$5 a week for about 8,500 employees of retail clothing stores in New York City. The contracts—negotiated with the Retail Apparel Merchants Association and a group of independent Fifth Avenue men's stores—provided a \$3-a-week wage increase for office and clerical workers and \$5 a week for bushmen (tailors), both retroactive to October 1, 1960. Salesmen received a base-rate increase of \$5 weekly retroactive to September 1 and an increase in commission rates from 5.75 percent to 6 percent for clothing salesmen and from 6.75 percent to 7 percent for furnishings salesmen.

Other changes included an additional \$2 a week in the second contract year and a reduction in the

\*Prepared in the Division of Wages and Industrial Relations, Bureau of Labor Statistics, on the basis of currently available published material.

<sup>1</sup> See Monthly Labor Review, January 1960, p. 64.

<sup>2</sup> See Monthly Labor Review, December 1960, pp. 1322-1323.

<sup>3</sup> See Monthly Labor Review, October 1960, p. 1092.

<sup>4</sup> See Monthly Labor Review, November 1960, p. 1210.

workweek from 40 to 37½ hours beginning January 1, 1961, for office and clerical workers; premium pay for all employees scheduled to work on Washington's Birthday; and starting September 1, 1961, a third week of vacation after 15 years for salesmen. The retirement plan for salesmen will also be improved beginning September 1, 1962; it was not specified whether pensions were changed by the contract covering busheling, office, and clerical workers.

In early November, the Teamsters union and major oil companies in the Chicago area agreed to a 1-year contract providing a 10-cent-an-hour pay raise for about 3,500 gasoline and fuel oil drivers. In addition, the settlement called for improved health and welfare and other benefits.

The Western Electric Co. and the independent Communications Equipment Workers, Inc., reached agreement in late November on wage increases for 4,400 workers in Baltimore, Md. The settlement, negotiated under a wage reopening clause of an existing 2-year contract, called for wage-rate increases ranging from 5 to 9 cents an hour for production workers and 10- to 11-cent increases for skilled tradesmen.

The Kaman Aircraft Corp., in Bloomfield, Conn., announced on November 15 a 3-percent pay raise for its 4,000 hourly and salaried employees. Wage increases ranged from 5 to 10 cents for hourly rated workers. In addition, the 6-cent-an-hour cost-of-living allowance accumulated since the latest general wage increase (May 1959) was incorporated in the wage structure. The company also said it had liberalized its life insurance program, increased sickness and accident benefits, and provided for 3 days' paid funeral leave.

The American Smelting and Refining Co. and the International Union of Mine, Mill and Smelter Workers (Ind.) signed in mid-October a 1-year extension of a contract that had been scheduled to expire in June 1961. The new agreement—to become effective June 30, 1961—calls for wage increases of 7 to 9 cents an hour, a fourth week's vacation for 25-year-service employees, and improved pension and disability retirement benefits. The contract will affect approximately 6,000 employees at various plants throughout the country. In July 1960, these workers had received a deferred wage increase averaging 8 cents an hour.

Members of the International Association of Machinists ratified on October 29, 1960, a 3-year contract covering about 4,000 production and maintenance workers of the Bendix Corp. in Kansas City, Mo. The settlement called for wage increases at 13-month intervals—5 cents effective October 31, 1960, and 6 cents on December 4, 1961, and again on January 7, 1963. The previously accumulated cost-of-living adjustments of 29 cents an hour were incorporated into base rates and the escalator clause was discontinued. Other contract changes included an improved insurance program.

Standard Oil Co. of Indiana announced in mid-November a 5-percent pay raise for nonunion salaried employees in its general offices. The company also proposed a 5-percent increase in a 2-year contract to a local of the independent Central States Petroleum Union, which is the bargaining agent for about 800 white-collar employees. Similar offers to other unions have been made by a number of other major oil firms.

Two-year contracts between the Brown Shoe Co. and the United Shoe Workers of America and the Boot and Shoe Workers Union were ratified by union members in late November. The contracts—similar to agreements reached in October with the International Shoe Co. and the two unions<sup>1</sup>—provided for a 5-cent-an-hour wage increase on January 1, 1961, and an additional 3 cents a year later. The contract affects about 9,500 workers in Arkansas, Illinois, Indiana, Missouri, and Tennessee.

The United States Potters Association and the International Brotherhood of Operative Potters reached agreement on November 30, 1960, on a 2-year, 8-cent-an-hour "package" contract for about 5,000 workers. The agreement—signed by nine companies with plants in Pennsylvania, West Virginia, and Ohio—included a 3-cent-an-hour wage increase beginning December 1, 1961, and an additional 5-cent-an-hour employer contribution to health and welfare.

A few days earlier, the union and five chinaware manufacturers had also agreed to a 2-year contract covering about 2,000 workers in New York, Pennsylvania, and Ohio. This bargaining agreement called for a 3-cent-an-hour deferred pay increase beginning December 1, 1961, a sixth paid holiday

<sup>1</sup> See Monthly Labor Review, November 1960, p. 1200.

(Thanksgiving Day), an improved health and welfare plan, and establishment of a pension fund. The latter—to go into effect January 1, 1961—is to be financed by employer contributions of 1.5 cents per dozen of all ware shipped. In addition, the contract provided for the parties to share the cost of engaging consultant engineers to study ways of modernizing production, improving plant efficiency, and meeting competition from imported products.

*Escalation.* Almost 1.1 million workers received cost-of-living escalator increases in December as a result of a rise in the Consumer Price Index to 127.3 percent (1947-49=100) in mid-October. Allowances for about 975,000 workers—mostly in the automobile, farm equipment, and related industries—increased 2 cents an hour. Among those affected were employees of General Motors, Ford, Chrysler, American Motors, Studebaker-Packard, and International Harvester. About 80,000 workers—including employees of Caterpillar Tractor Co., Allis-Chalmers Manufacturing Co., and some relatively small aircraft firms—received 1-cent-an-hour increases.

About 500,000 workers in basic iron and steel and related industries could also receive an increase up to 3 cents an hour because of the October Index. However, under the agreements signed in January 1960,<sup>6</sup> any or all of a potential cost-of-living increase could be offset by rising insurance costs. Steel management and the Steelworkers were unable to agree on the extent of these increased costs and on December 1, 1960, when the adjustment was scheduled to go into effect, the matter was before an independent actuary. Under these same agreements, however, an average 9.4-cent-an-hour deferred wage increase (a 7-cent general increase plus an 0.2-cent increase in increments between job classes together with their effect on incentive earnings) went into effect December 1, 1960.

### Labor-Management Relations

The labor-management committee set up under the January agreements in the basic iron and steel industry to study possible revisions of work rules reported on November 29, 1960, that

it had failed to agree on a neutral chairman and had not yet completed its work. Under the memorandum of agreement, the committee was to have selected a neutral chairman and was to make recommendations "for such action as the parties may mutually agree upon." The report, issued by David J. McDonald and R. Conrad Cooper, stated that the committee "has not determined the area of study in which a third party might be helpful in assisting the parties . . ."; moreover, the report declared the committee members felt that their efforts "should be directed toward achieving such understanding between the parties rather than involving a third party."

A committee of the National Council of Churches which studied the 1959 steel strike proposed on November 25 that the President be given a more flexible set of tools to deal with national emergency strikes, suggesting that the Taft-Hartley Act be amended to permit the President discretionary powers to authorize boards of inquiry to mediate or make settlement recommendations. The committee criticized both labor and management for not exhibiting sufficient public responsibility during the 116-day strike as well as for failing to establish "ethical guidelines" for determining fair relationships of wages, prices, and profits.

A proposal by Walter P. Reuther, president of the United Automobile Workers, for annual meetings with the "Big Three" automobile producers to discuss long-range problems confronting both labor and management was rejected in November by the General Motors Corp., the Ford Motor Co., and the Chrysler Corp. Mr. Reuther, responding to President Eisenhower's call for broader cooperation between management and labor, had suggested establishment of a joint conference of "top-level, policymaking [automobile] executives and leaders of the UAW . . . covering the full range of problems that involve our common interests as citizens of the United States and of the communities in which auto production facilities are located." In rejecting Mr. Reuther's proposal, the Ford Motor Co. commented that "we do not believe the general objective of acting in concert with the UAW or with our competitors and the UAW" is sound.

At a meeting of the Mining and Metallurgical Society in New York City, Charles R. Cox, president of the Kennecott Copper Corp., declared on

<sup>6</sup> See Monthly Labor Review, February 1960, pp. 181-182.

November 30 that labor and management must either develop ways to settle their differences easily and quickly without crippling strikes or face the possibility of public regulation. He said there was merit in a proposal made last summer by Arthur J. Goldberg for a permanent National Council of Labor-Management Advisers<sup>7</sup> that would study and recommend programs to the President for achieving full production and employment.

### Other Developments

Longstanding jurisdictional problems between AFL-CIO construction and industrial unions continued to plague the Federation, as exemplified by a representation dispute between the Plumbers union and the International Association of Machinists. The dispute involved a group of maintenance plumbers employed at the Convair Astronautics Division of General Dynamics Corp. near San Diego, Calif., who had voted in October 1960 for the Plumbers in a National Labor Relations Board representation election, despite an arbitration award issued under the AFL-CIO no-raiding pact which ordered the Plumbers to withdraw from the plant. The award was based on the fact that the IAM had been recognized as bargaining agent for maintenance plumbers (as well as for some 300 other job classifications) in the missile division under an expired contract with the company. The Machinists in turn canceled an 8-year agreement for settling all disputes with the Plumbers through arbitration.

As a possible step toward ending work stoppages at missile bases, the Executive Council of the AFL-CIO Building Trades Department authorized a review of wartime no-strike agreements in the construction industry to "see how far the Defense Department wants to go toward a similar agreement now." At the same time, Peter T. Schoemann, president of the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry, ordered members through the union's magazine "not to strike or picket" at missile bases without the council's approval. The Executive Council met on November 29 and 30, primarily to draw up a legislative program whose major objective was the removal of the Taft-Hartley restrictions on common situs picketing at building projects.

The United Automobile Workers was defeated in an NLRB decertification election on November 2, 1960, 2557 to 2192, at the Sikorsky Division plants of the United Aircraft Corp. in Bridgeport and Stratford, Conn. The election was an outgrowth of a strike<sup>8</sup> over a contract that began in June 1960. The strike ended in early September when workers returned without a formal contract. The Independent Aircraft Guild, which had protested the strike and claimed that the UAW no longer had the support of the majority of workers, subsequently petitioned the NLRB for a decertification election. The independent union reportedly had about 1,000 signed members, and although no union can be certified by the Board until a year from the election, one of its spokesmen said it expected to have a majority of production workers by early December and would then seek to negotiate a new contract. The UAW had represented Sikorsky employees since 1943.

In Kellogg, Idaho, a 6-month strike by the International Union of Mine, Mill and Smelter Workers (Ind.) against the Bunker Hill Mining Co. resulted in a decertification petition by the newly formed Northwest Metal Workers Union. According to the new union, "well over 31 percent" of the employees had signed the petition; hearings by the NLRB were to begin on November 22, 1960. About 1,875 employees were involved.

In Hawaii, the International Longshoremen's and Warehousemen's Union (Ind.) was competing with 13 AFL-CIO building trades unions for representation of about 7,000 unorganized construction workers. The ILWU, the single largest union in the area, claims a membership of about 23,000, most of whom are shipping, plantation (sugar and pineapple), and cannery workers. It has sought to expand its representation since mechanization and improved crop-raising methods have reduced its membership. The AFL-CIO unions claim a membership of about 18,000, of whom about 7,000 are construction workers on the island of Oahu.

At the biennial convention of the Air Line Pilots Association, Clarence N. Sayen was reelected to his fifth consecutive term as president. Mr. Sayen was unopposed on the ballot, although James M. Landis had earlier sought the post.

<sup>7</sup> See Monthly Labor Review, October 1960, pp. 1095-1096.

<sup>8</sup> See Monthly Labor Review, October 1960, p. 1093.

Landis' name was not placed on the ballot because he failed to achieve the two-thirds majority vote required of a nonpilot for nomination by the union's board of directors. Mr. Landis was the former dean of the Harvard University Law School and former chairman of both the Civil Aeronautics Board and the Securities and Exchange Commission. Also at the convention, the Association's directors—a 293-member board representing the union's councils—voted to increase strike benefit payments by \$60 a month to its members on strike against Southern Airways. Benefits previously ranged from \$410 to \$710 a month.

Maurice A. Hutcheson, president of the United Brotherhood of Carpenters, and William Blaier, vice president of the union, were sentenced to 2 to 14 years in prison for conspiring to bribe an Indiana highway official in a right-of-way land

deal. Union Treasurer Frank M. Chapman, who was also convicted in October at the same trial,<sup>9</sup> died less than a month later. Mr. Hutcheson and Mr. Blaier were each fined \$250 and were barred from voting or holding public office for 5 years. Both men were released on \$5,000 bonds pending a defense motion for a new trial. Meanwhile, the union's executive board announced it had affirmed its "complete faith and confidence" in the two men, expressing the belief that the convictions resulted from a "climate of intense anti-unionism" in the State.

Eugene C. James, former secretary-treasurer of the independent Laundry, Cleaning and Dye House Workers International Union, received a 1- to 2-year prison sentence in New Jersey after conviction for conspiring to embezzle union welfare funds. Mr. James had pleaded guilty to this charge in September<sup>10</sup> and was sentenced along with Louis B. Saperstein, a former insurance broker.

<sup>9</sup> See Monthly Labor Review, December 1960, p. 1325.

<sup>10</sup> See Monthly Labor Review, November 1960, p. 1214.

# Book Reviews and Notes

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**EDITOR'S NOTE.**—*Listing of a publication in this section is for record and reference only and does not constitute an endorsement of point of view or advocacy of use.*

## Special Reviews

*The Powerful Consumer: Psychological Studies of the American Economy.* By George Katona. New York, McGraw-Hill Book Co., Inc., 1960. 276 pp., bibliography. \$6.50.

In the author's words, the psychological studies of the American economy presented in this volume can be summarized under two basic propositions, "Demand depends on income and confidence" and "Changes in confidence are measurable." Changes in consumer attitudes may alter discretionary expenditures, particularly for durable goods, and thereby "exert a decisive influence on economic trends." Information on attitudes can contribute both to an understanding of economic processes and to short-run predictions of actual consumer behavior.

The studies of consumer motives, attitudes, and expectations which are presented as the empirical basis for a theory of the psychology of the consumer were almost all carried out since the end of World War II by the Survey Research Center of the University of Michigan. Over the years when real incomes were rising fairly continuously, the author finds that consumers are "conservative and sane, not inclined toward excessive fluctuations" in their thinking or behavior. Aspirations are realistic, differing little from levels of accomplishment, and they grow with achievement. The habitual forms of consumer thinking are a stabilizing influence in the economy, which the author credits for arresting small recessions and reversing inflationary movements five times during the decade and a half since the war.

Changes in consumer attitudes and expectations which may be traced to widely disseminated in-

formation are mainly in the same direction, while the changes due to personal experiences are in both directions. The influence of public information on aggregate expectations means that more knowledge and understanding on the part of the consumers would enhance those tendencies which have a stabilizing effect in the economy.

Most of the survey research quoted is reported in brief summaries from articles in professional journals. Although the absence of the statistical evidence in correlations and tests of significance makes the book easy to read, for the most part the reader finds it difficult to separate the theoretical argument from the empirical results. One graph offers a convincing demonstration of the efficacy of expectation data for forecasting. It shows that a composite index of consumer attitudes gave advance indications of changes in expenditures on durable goods during the 6 years from 1952 to 1958. In general, the factual information presented is illustrative and does not leave the impression that the 15 years of experimentation really offers a promising tool for forecasting. The explorations and studies stimulated by the studies of attitudinal information have nevertheless made a substantial contribution to current knowledge of consumer behavior, particularly with respect to variations among consumers in the same economic situation as measured by occupation, age, and income.

—DOROTHY S. BRADY

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University of Pennsylvania

*Six Lectures on Economic Growth.* By Simon Kuznets. Glencoe, Ill., The Free Press, 1959. 122 pp. \$3.50.

This slim volume represents an "interim" report on the work Professor Kuznets is doing on quantitative aspects of the economic growth of nations. It is an "interim" report in the sense that it is only a partial summary of a detailed study still in progress. The lectures cover the meaning and measurement of economic growth, the necessary conditions and time patterns of economic growth, some of the major findings regarding the characteristics of economic growth, and the task or goals of a theory of economic growth.

The author indicates that modern economic growth of nations has two distinctive features:

It involves a sustained and substantial rise in all cases in product per capita, and in almost all cases, in population. A necessary condition for economic growth is continuous technological progress based on a series of new scientific discoveries.

Using product per capita as the major criterion of growth, Professor Kuznets analyzes historical and cross-sectional empirical data for a number of developed and underdeveloped countries as a means of determining the economic characteristics that may be related to the countries' levels and rates of increase in real product per capita. He finds that the countries with relatively low product per capita ratios have a relatively high proportion of their labor force and output in the agricultural, forestry, and fishery sectors of the economy. Product per worker in these sectors is lower than in the nonagricultural sectors combined. In addition, the underdeveloped countries lag farther behind the developed countries in product per worker in agriculture than in the nonagricultural sectors. Over time, agricultural product per worker increases more rapidly than nonagricultural product per worker, with the result that the difference between the two narrows.

Kuznets also finds that countries which have higher levels of real product per capita devote a greater proportion of their resources to capital formation. He cautions against concluding from this evidence that the explanation for the higher rates of growth of the more advanced countries is to be found primarily in the higher proportions of output devoted to capital formation. The difference in rates of growth in product per capita between countries is considerably greater than the disparity in current proportions of product devoted to capital formation. He suggests that part of the difficulty may be that the usual measures of capital are inadequate gauges of capital conceived as a tool of economic growth. Several major omissions are mentioned. For example, part of the expenditures for education, research (by nonprofit institutions), health, recreation, and even some items of food, clothing, housing, and personal services, as well as some government expenditures, may be considered as growth-furthering expenditures even though they are not considered part of capital formation. In addition, capital and capital formation do not include natural resources; they only include investments in developing the latter. Another possible expla-

nation for the disparity is the change in capital-output ratios over time, with more capital being required per unit of output in the earlier stages of economic growth and less in the later stages. This would imply that the same proportion of output devoted to capital formation would yield a smaller increase in output in a less developed country than in a more developed country.

Kuznets suggests that the size of nations—often mentioned in discussions of economic growth—is not a dominant factor, although small nations may suffer to some extent from inability to take full advantage of the economies of scale possible for larger countries.

In the concluding lecture, Kuznets outlines the major elements of what should be included in a theory of economic growth: It should cover both the common and disparate characteristics of patterns of economic growth as well as an explanation of the pattern, sequence, and mechanism of the spread of the industrial system throughout the world. Unfortunately, Professor Kuznets does not believe his studies have reached the point when he can provide the theory which meets the above goals.

That the author is not satisfied with current theories of economic growth is evident from the following comment on the application of a theory of economic growth to policy problems:

... the kind of theoretical orientation we are suggesting should perform [among other objectives] an essential destructive function. . . . Because economists have been called upon to provide hard and fast answers to current problems and to do so even though such answers are not warranted by the state of knowledge, there has been a tendency to overcome the limitation of available empirical knowledge by inferences from principles which, in the context of the times and the given civilization, seem plausible. The resulting overgeneralization and dogmatism have made economics an effective weapon in social policy but unfortunately they have also made of the corpus of economic theory a series of generalizations of decreasing validity, of increasing sophistication, but also of increasingly uncertain applicability, and of nonresolved contradictions that on the surface seem to be purely conceptual but are at bottom related to divergent social positions and different policy implications. The prolonged survival of generalizations far beyond their usefulness as tools of understanding and social progress is one example of cultural lag in which social experience abounds. . . . if such survival is encouraged by the view that a theory, no matter how partial or obsolete, is to be preserved because it gives determinate answers, and can be killed off only by an alternative, equally determinate theory, it may be hoped that orien-

tation to a broader theoretical framework, the cumulative weight of ordered evidence produced by such orientation, and a wider conception of the relation between knowledge and policy, would serve to destroy dangerously obsolete theories that have become enshrined in national or class myths. This would be an immediate service—at least to the intellectual workers in the field, and perhaps, after a time, to the decisionmaking groups.

In view of the growing interest in the subject of economic growth and the concern that current rates of growth of the American economy may not be adequate to meet domestic and international requirements, it is hoped that Professor Kuznets' studies will soon reach the stage when he can turn his attention to the development of a theory of growth that would be of service to the decision-making groups.

Regarding the findings of the quantitative studies covered in this interim report, I would make two comments: (1) The extent to which the international comparisons are affected by the problem of converting income of the various countries into a common measure in order to provide comparability is not discussed sufficiently, considering its crucial role in the analysis. (2) The change in output (in constant prices) per capita, the key element in Kuznets' analysis of growth, may be considered the product of changes in three economic variables: the proportion of the population employed, the man-hours worked per worker, and the output (in constant prices) per man-hour. These variables are discussed only to a limited extent by Professor Kuznets in his studies to date; it is hoped that they will be covered in more detail in future work on the economic growth of nations.

—JACK ALTERMAN

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*Soviet Statistics of Physical Output of Industrial Commodities—Their Compilation and Quality.* By Gregory Grossman. Princeton, N.J., Princeton University Press, 1960. 151 pp., bibliography. (National Bureau of Economic Research General Series, 69.) \$4.50.

"Caveat emptor" would have been a good subtitle for this book, the buyer being the potential user of Soviet industrial statistics. Mr. Grossman paints a rather gloomy picture of the maze of possible numerical and descriptive distortions in such data. The distortions arise primarily from two

sources: the basic reporting unit, that is, the plant, and the point of publication.

The actual subtitle—*Their Compilation and Quality*—indicates very concisely the nature and purpose of the study. No tabulations of indexes of Soviet production are presented. The author is concerned with a description of the history and characteristics of the statistical system and the flow and quality of the data. In this sense, the book might be regarded as a long technical note—but it is not as dull or tedious as technical notes frequently are. As a matter of fact, much of it is rather easy reading. Grossman's notes are cast in a historical perspective and in the framework of the influence of the Soviet command economy, with some interesting and illuminating illustrations of ways in which statistics can be doctored to conceal a bad performance or exaggerate the good.

In the command economy of the U.S.S.R., the flow of information about production is essential not only "for the issuance of production and allocation orders" but also "for the appraisal of the performance of subordinates by central authorities." Thus, subordinates who are responsible for meeting performance quotas may be tempted to engage in numerical distortion—that is, to exaggerate their output by deliberate falsification, by including rejects and scrap in their count of final output, or by other means. At times, the reporting bias may be in a downward direction in order to make up for losses due to pilferage, diversion of materials or products to illicit market transaction, or other reasons. Administrative supervisors, local party officials, and buyers and common carriers tend to accept the distorted statistics of plant officials because the volume of output under their jurisdiction is also subject to appraisal by higher authorities.

Grossman stresses the point that the reliability of data is a problem not only to the outsider but also to the Soviet administrator, who needs the information for planning and control purposes. Thus, falsification of records is not generally condoned, and severe penalties may be imposed on the violator—if he is caught.

According to the author, the central statistical authorities probably do not engage in deliberate numerical distortion of data at publication, although the evidence to support this conclusion is not abundant. He quotes Abram Bergson as saying, "the probable difficulties of operating a

double bookkeeping system on a national scale without detection" would mitigate against deliberate falsification. However, the authorities do practice "descriptive distortion" at publication by suppression and selection of data, by ambiguity in nomenclature, and by other methods. For example, increases in output of "total footwear" might be reported in one year, of "leather footwear" in another year, or of "leather footwear—Ministry of Consumer Goods Industry only" in yet another year, depending on which showed the greatest gain.

Anyone reading this book must come to the conclusion that it is folly to use any single Soviet production statistic published by the U.S.S.R. It is clear that numerous sources must be checked and cross-checked, and the researcher needs to be a detective as well as a competent professional in order to ascertain the reliability and definition of the data. Grossman himself has done extensive research and cross-checking, as is evidenced by his copious references to original Soviet publications and to those of other Americans who have investigated the reliability of Soviet statistics.

Thus, this study is important as a warning to potential users of Soviet statistics of industrial output. It is also a valuable reference for those who plan to analyze, evaluate, or build up their own sets of estimates for a basis of appraisal of the reliability of Soviet data. Of course, there are other publications dealing with this problem, including several noted by Grossman himself.

This book is the first of a series of National Bureau of Economic Research publications on studies of Soviet economic growth; all are under the direction of G. Warren Nutter. Separate reports are planned covering industry, agriculture, and transportation, to be followed by a summary report integrating the major findings for the Soviet economy.

—LEON GREENBERG

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## Education and Training

*School for Workers—35th Anniversary Papers: Early Labor Studies at Wisconsin; Wisconsin and Workers' Education; Problems and Prospects in Labor Education.* Madison, University of Wisconsin, University Extension Division, School for Workers, 1960. 101 pp.

*Training Supervisors in Labor Relations.* By James J. Bambrick. (In Personnel, American Management Association, New York, November–December 1960, pp. 50–58. \$1.75; \$1.25 to AMA members.)

*The Changing Soviet School.* (The Comparative Education Society Field Study in the U.S.S.R.) Edited by George Z. F. Bereday, William W. Brickman, Gerald H. Read. Boston, Houghton Mifflin Co., 1960. 514 pp., bibliography. \$4.50, cloth; \$3.50, paper.

*Vocational Training for Rural Youth.* Washington, National Planning Association, 1960. 17 pp. (Special Report 58.) 50 cents.

*Training and Employment of Blind People in Rural Communities.* By John Wilson. (In International Labor Review, Geneva, November 1960, pp. 450–463. 60 cents. Distributed in United States by Washington Branch of ILO.)

*Training Programs and Courses for Canadian Government Employees.* Ottawa, Canadian Department of Labor, 1960. 140 pp. (Research Program on the Training of Skilled Manpower, 7.)

*Technological Changes and Skilled Manpower: The Automobile and Parts Manufacturing Industries.* Ottawa, Canadian Department of Labor, 1960. 54 pp. (Research Program on the Training of Skilled Manpower, 8.)

*Apprenticeship Schedules for the Automotive Trades.* Washington, U.S. Department of Labor, Bureau of Apprenticeship and Training, 1960. 74 pp. (Trade and Industry Publication 6.) Free.

*Selected Apprenticeship Schedules From the Building and Construction Trades (Including Shipbuilding).* Washington, U.S. Department of Labor, Bureau of Apprenticeship and Training, 1960. 102 pp. (Trade and Industry Publication 7, Vol. 1.) Free.

*Futures for College Women in New York.* New York, Alumnae Advisory Center, Inc., 1960. 56 pp. (Vol. I, No. 1.) \$1.

## Employee Benefits

*Paid Rest Periods in California Union Agreements, [1960].* (In California Industrial Relations Reports, California Department of Industrial Relations, San Francisco, September 1960, pp. 5–18.)

*Working Conditions in Canadian Industry, 1959.* Ottawa, Canadian Department of Labor, Economics and Research Branch, 1960. 78 pp. 25 cents, Queen's Printer, Ottawa.

*Severance Pay Patterns in Nonmanufacturing.* By Harold Fox. New York, National Industrial Conference Board, Inc., 1960. 32 pp. (Studies in Personnel Policy, 178.)

*Profit Sharing—Tool for Harmony.* By J. J. Morrow. (In *Personnel Administrator*, American Society for Personnel Administration, Toledo, Ohio, August-September 1960, pp. 7-11.)

*Medical Care and Welfare Program for Hotel Workers in New York City.* By Frank P. Guidotti, M.D. (In *Journal of Occupational Medicine*, Chicago, October 1960, pp. 480-484. \$1.)

*Problems and Solutions of Health and Welfare Programs: Study No. 1, Part D, Pros and Cons of Insurance and Self-Insurance of Health and Welfare Benefits.* New York, Foundation on Employee Health, Medical Care and Welfare, Inc., 1960. 35 pp. \$1.

*Controlling Group Health Insurance Costs. From Insurance Trends and Guides*, pp. 77-107. New York, American Management Association, 1960. (Management Report 52.) \$3; \$2 to AMA members.

## Health and Safety

*Annual Report of the [Tennessee Valley Authority] Division of Health and Safety, Fiscal Year 1960.* Chattanooga, Tennessee Valley Authority, 1960. 31 pp.

*Health Statistics From the U.S. National Health Survey: Acute Conditions, Geographic Distribution, United States, July 1958-June 1959; Acute Conditions, Seasonal Variations, United States, July 1957-June 1960.* By Mary Grace Kovar. Washington, U.S. Department of Health, Education, and Welfare, Public Health Service, 1960. 30 and 47 pp., respectively. (Publications 584-B23; 584-B24.) 30 and 35 cents, Superintendent of Documents, Washington.

*Occupational Dermatitis in California.* Berkeley, State Department of Public Health, Bureau of Occupational Health, 1960. 29 pp. Free limited distribution.

*State Child-Labor Standards: A State-by-State Summary of Laws Affecting the Employment of Minors Under 18 Years of Age.* By Ora Mitchell and Sylvia R. Weissbrodt. Washington, U.S. Department of Labor, Bureau of Labor Standards, 1960. 210 pp. (Bull. 158, rev.) 60 cents, Superintendent of Documents, Washington.

*Injuries and Accident Causes in Water-Supply Utilities.* By Gilbert R. Ryback. Washington, U.S. Department of Labor, Bureau of Labor Statistics, 1960. 70 pp. (BLS Report 166.) Free.

*Injury Experience in Coal Mining, 1957.* By John C. Machisak and others. Washington, U.S. Department of the Interior, Bureau of Mines, 1960. 72 pp. (Information Circular 7987.) Free.

*Injury Rates—Industrial Accident Survey, Pennsylvania, 1959.* Harrisburg, State Department of Labor and

Industry, Bureau of Research and Statistics, 1960. 15 pp. Free.

## Industrial Relations

*Addresses on Industrial Relations, 1960 Series.* Ann Arbor, University of Michigan, Bureau of Industrial Relations, 1960. 157 pp. (Bull. 28.) \$4.50.

*A Report of the Bureau of Labor-Management Reports, Fiscal Year 1960.* Washington, U.S. Department of Labor, Bureau of Labor-Management Reports, 1960. 88 pp. 55 cents, Superintendent of Documents, Washington.

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*John Swinton's Paper.* By Frank T. Reuther. (In *Labor History*, Tamiment Institute, New York, Fall 1960, pp. 298-307. \$1.50.)

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# Current Labor Statistics

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<sup>1</sup> This table is included in the January, April, July, and October issues of the Review.

NOTE: The following applies, with a few exceptions, to the statistical series published in the Current Labor Statistics section: (1) The source is the U.S. Department of Labor, Bureau of Labor Statistics, (2) a description of each series may be found in Techniques of Preparing Major BLS Statistical Series, BLS Bull. 1168 (1954), and (3) the scope of coverage is the United States without Alaska and Hawaii. Exceptions are noted on the tables.

## A.—Employment

TABLE A-1. Estimated total labor force classified by employment status, hours worked, and sex  
(In thousands)

Employment status	Estimated number of persons 14 years of age and over <sup>1</sup>															
	1960												1959		Annual average	
	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan. <sup>2</sup>	Dec.	Nov.	1959	1958	
Total, both sexes																
Total labor force.....	73,746	73,592	73,672	74,551	75,215	75,499	73,171	72,331	70,993	70,970	70,689	71,808	71,839	71,946	71,284	
Civilian labor force.....	71,213	71,069	71,155	72,070	72,706	73,002	70,667	69,819	68,473	68,449	68,168	69,276	69,310	69,394	68,647	
Unemployment.....	4,031	3,579	3,388	3,788	4,017	4,423	3,469	3,660	4,206	3,931	4,149	3,577	3,670	3,813	4,681	
Unemployment rate, seasonally adjusted <sup>3</sup> .....	6.3	6.4	5.7	5.9	5.4	5.5	4.9	5.0	5.4	4.8	5.2	5.2	5.5	5.5	6.8	
Unemployed 4 weeks or less.....	1,840	1,637	1,655	1,697	1,871	2,654	1,638	1,580	1,516	1,478	1,909	1,683	1,846	1,658	1,833	
Unemployed 5-10 weeks.....	847	689	603	924	1,033	695	644	567	855	1,095	930	833	764	778	959	
Unemployed 11-14 weeks.....	357	260	325	351	278	256	256	309	619	396	400	250	276	335	438	
Unemployed 15-26 weeks.....	458	492	388	402	418	420	509	705	715	533	441	381	356	469	785	
Unemployed over 26 weeks.....	499	500	417	414	416	366	411	499	502	431	499	430	428	571	667	
Employment.....	67,182	67,490	67,767	68,282	68,689	68,579	67,208	66,159	64,267	64,520	64,020	65,609	65,640	65,581	63,966	
Nonagricultural.....	61,516	61,244	61,179	61,828	61,805	61,722	61,371	60,765	59,702	59,901	59,409	60,888	60,040	59,745	58,122	
Worked 35 hours or more.....	41,598	47,545	48,284	46,247	45,380	47,879	48,594	44,829	46,151	45,387	47,115	48,455	43,877	45,068	44,873	
Worked 15-34 hours.....	14,484	8,371	7,247	6,308	6,586	7,231	7,203	10,455	7,586	8,605	6,867	7,227	10,991	8,531	7,324	
With a job but not at work <sup>4</sup> .....	3,687	3,369	3,142	2,535	2,702	2,921	3,578	3,345	3,575	3,553	3,356	3,496	3,254	3,172	3,047	
Agricultural.....	1,746	1,957	2,508	6,737	7,135	3,691	1,997	2,138	2,391	2,386	2,070	1,707	1,920	2,974	2,576	
Worked 35 hours or more.....	5,666	6,247	6,588	6,454	6,585	6,526	5,837	5,353	4,565	4,619	4,611	4,811	5,901	5,536	5,544	
Worked 15-34 hours.....	3,666	4,296	4,789	4,336	4,957	4,574	4,129	3,788	2,465	2,997	2,622	2,978	3,774	3,832	3,827	
With a job but not at work <sup>4</sup> .....	1,341	1,447	1,314	1,363	1,371	1,492	1,254	1,189	1,117	1,121	1,178	1,175	1,307	1,356	1,361	
Worked 15-34 hours.....	492	398	362	368	403	408	366	312	586	537	474	373	442	457	457	
With a job but not at work <sup>4</sup> .....	167	106	123	187	155	82	89	105	400	344	273	180	144	186	199	
Males																
Total labor force.....	49,506	49,455	49,570	50,678	50,998	50,949	49,337	49,060	48,445	48,487	48,412	48,778	48,729	49,081	48,802	
Civilian labor force.....	47,005	46,964	47,085	48,229	48,521	48,484	46,865	46,580	45,958	45,999	45,923	46,278	46,232	46,562	46,197	
Unemployment.....	2,496	2,200	2,082	2,400	2,504	2,666	2,184	2,431	2,910	2,672	2,821	2,405	2,370	2,473	3,155	
Employment.....	44,509	44,764	45,003	45,829	46,017	45,788	44,681	44,149	43,048	43,327	43,102	43,873	43,863	44,089	43,042	
Nonagricultural.....	39,851	39,909	39,900	40,493	40,617	40,462	39,932	39,574	38,038	38,319	38,108	39,744	39,337	39,340	38,240	
Worked 35 hours or more.....	29,346	33,196	33,559	32,558	32,201	33,718	33,808	31,761	32,273	31,857	32,973	33,645	33,730	31,715	31,300	
Worked 15-34 hours.....	7,993	4,098	3,440	3,203	3,300	3,551	3,384	5,170	3,554	3,361	3,341	3,446	5,854	4,405	3,736	
With a job but not at work <sup>4</sup> .....	1,424	1,322	1,291	1,044	1,091	1,193	1,502	1,433	1,559	1,547	1,440	1,468	1,363	1,378	1,329	
Agricultural.....	1,120	1,292	1,611	3,799	4,026	1,999	1,237	1,210	1,653	1,547	1,354	1,180	1,291	1,840	1,784	
Worked 35 hours or more.....	4,629	4,855	5,103	5,226	5,399	5,325	4,749	4,575	4,110	4,009	3,995	4,128	4,526	4,749	4,802	
Worked 15-34 hours.....	3,280	3,675	4,016	3,936	4,247	4,232	3,705	3,503	2,257	2,997	2,409	2,729	3,806	3,421	3,413	
With a job but not at work <sup>4</sup> .....	843	786	725	857	745	724	695	749	859	818	870	845	800	823	857	
Worked 15-34 hours.....	369	294	257	265	278	296	273	228	614	482	462	380	281	336	333	
With a job but not at work <sup>4</sup> .....	156	99	106	167	129	73	75	95	380	315	253	177	137	170	179	
Females																
Total labor force.....	24,240	24,138	24,102	23,872	24,217	24,550	23,835	23,271	22,548	22,482	22,277	23,030	23,110	22,865	22,482	
Civilian labor force.....	24,208	24,106	24,070	23,841	24,185	24,518	23,803	23,239	22,516	22,450	22,245	22,998	23,078	22,832	22,451	
Unemployment.....	1,536	1,379	1,307	1,388	1,513	1,727	1,276	1,229	1,296	1,258	1,328	1,172	1,301	1,340	1,526	
Employment.....	22,672	22,726	22,764	22,453	22,672	22,791	22,527	22,010	21,219	21,192	20,917	21,826	21,777	21,492	20,924	
Nonagricultural.....	21,636	21,333	21,279	21,224	21,187	21,260	21,439	21,191	20,664	20,582	20,301	21,144	20,703	20,405	19,882	
Worked 35 hours or more.....	12,255	14,347	14,724	13,060	13,178	14,160	14,786	13,066	13,878	13,505	14,144	14,809	13,145	13,352	13,483	
Worked 15-34 hours.....	6,490	4,272	3,807	3,105	3,287	3,686	3,819	5,255	4,332	4,244	3,525	3,781	5,038	4,126	3,589	
With a job but not at work <sup>4</sup> .....	2,264	2,047	1,851	1,491	1,611	1,728	2,075	1,912	2,016	2,006	1,916	1,028	1,861	1,794	1,718	
Agricultural.....	626	665	897	2,939	3,110	1,691	759	928	738	829	716	827	628	1,134	1,098	
Worked 35 hours or more.....	1,037	1,392	1,485	1,229	1,485	1,531	1,088	819	855	610	615	683	1,074	1,087	1,042	
Worked 15-34 hours.....	406	620	773	599	707	643	424	283	209	198	213	249	467	431	414	
With a job but not at work <sup>4</sup> .....	497	661	590	506	625	768	558	439	257	305	308	330	507	533	504	
Worked 15-34 hours.....	123	104	105	103	128	112	93	84	71	75	74	94	92	106	104	
With a job but not at work <sup>4</sup> .....	11	7	16	20	26	9	14	11	20	29	20	9	8	17	20	

<sup>1</sup> Estimates are based on information obtained from a sample of households and are subject to sampling variability. Data relate to the calendar week ending nearest the 15th day of the month. The employed total includes all wage and salary workers, self-employed persons, and unpaid workers in family-operated enterprises. Persons in institutions are not included.

<sup>2</sup> Because of rounding, sums of individual items do not necessarily equal totals.

<sup>3</sup> Data for 1960 include Alaska and Hawaii and are therefore not directly comparable with earlier data. The levels of the civilian labor force, the employed, and nonagricultural employment were each increased by more than 200,000. The estimates for agricultural employment and unemployment were affected so slightly that these series can be regarded as entirely comparable with pre-1960 data.

<sup>4</sup> Unemployment as a percent of labor force.

<sup>5</sup> Includes persons who had a job or business but who did not work during the survey week because of illness, bad weather, vacation, or labor dispute. Prior to January 1957, also included were persons on layoff with definite instructions to return to work within 30 days of layoff and persons who had new jobs to which they were scheduled to report within 30 days. Most of the persons in these groups have, since that time, been classified as unemployed.

Note: For a description of these series, see Explanatory Notes (in Employment and Earnings, U.S. Department of Labor, Bureau of Labor Statistics current issues).

TABLE A-2. Employees in nonagricultural establishments, by industry<sup>1</sup>

(In thousands)

Industry	1960											1959		Annual average	
	Nov. <sup>2</sup>	Oct. <sup>2</sup>	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1959	1958
Total employees.....	53,243	53,386	53,496	53,062	52,923	53,309	52,957	52,844	52,172	52,060	52,078	53,756	52,793	51,975	50,543
<b>Mining.....</b>	<b>654</b>	<b>657</b>	<b>663</b>	<b>672</b>	<b>655</b>	<b>681</b>	<b>677</b>	<b>677</b>	<b>666</b>	<b>669</b>	<b>658</b>	<b>668</b>	<b>660</b>	<b>676</b>	<b>721</b>
Metal.....	92.6	93.0	93.7	94.9	94.5	96.7	96.1	95.1	93.2	88.6	72.7	69.5	67.2	80.1	93.1
Iron.....	32.8	32.9	34.1	34.2	35.3	35.3	35.3	33.4	32.9	32.6	32.3	30.0	27.2	30.8	30.8
Copper.....	32.2	32.3	32.0	31.1	31.9	31.3	31.3	30.2	26.4	11.1	8.1	8.0	22.3	28.6	28.6
Lead and zinc.....	10.1	10.4	10.7	11.1	11.4	11.9	12.3	12.3	12.3	12.2	12.2	12.1	12.0	12.3	12.9
Anthracite.....	11.9	11.8	11.3	10.7	11.8	12.2	13.2	14.1	15.5	15.5	15.7	15.9	16.3	20.3	20.3
Bituminous coal.....	148.1	150.8	151.4	155.6	140.5	164.2	167.2	168.7	171.5	173.2	173.2	173.7	164.3	168.1	195.2
Crude-petroleum and natural-gas production.....	284.2	288.9	291.6	291.6	291.6	286.2	287.3	284.6	287.7	291.4	297.0	297.9	300.8	302.6	302.6
Petroleum and natural-gas production (except contract services).....	172.5	176.2	177.8	178.4	177.0	174.2	174.8	174.3	175.9	177.7	177.9	177.7	180.6	188.0	188.0
Nonmetallic mining and quarrying.....	115.5	117.3	117.4	118.3	117.9	116.8	115.7	112.6	102.9	104.1	105.1	111.6	114.2	110.7	109.3
<b>Contract construction.....</b>	<b>2,851</b>	<b>3,008</b>	<b>3,069</b>	<b>3,130</b>	<b>3,096</b>	<b>2,977</b>	<b>2,830</b>	<b>2,590</b>	<b>2,312</b>	<b>2,389</b>	<b>2,453</b>	<b>2,699</b>	<b>2,856</b>	<b>2,767</b>	<b>2,648</b>
Nonbuilding construction.....	619	638	661	659	643	594	502	416	429	437	518	587	584	599	599
Highway and street construction.....	306.9	314.0	322.9	330.1	315.0	284.2	222.0	161.5	167.5	170.0	220.5	270.8	271.2	296.0	296.0
Other nonbuilding construction.....	311.8	323.9	338.0	338.7	328.1	310.1	279.7	254.8	261.4	267.3	287.0	316.6	312.7	313.2	313.2
Building construction.....	2,380	2,431	2,403	2,430	2,334	2,236	2,088	1,890	1,940	2,012	2,181	2,209	2,184	2,079	2,079
General contractors.....	812.4	836.7	857.3	857.9	816.8	774.2	705.4	609.8	638.7	660.5	725.5	764.8	757.9	750.6	750.6
Special-trade contractors.....	1,576.1	1,594.5	1,545.7	1,580.6	1,517.6	1,461.9	1,382.7	1,286.6	1,321.7	1,355.1	1,455.2	1,504.6	1,424.7	1,328.6	1,328.6
Plumbing and heating.....	319.3	327.3	321.6	315.5	311.3	304.2	292.1	281.2	287.5	296.6	308.6	314.5	310.5	303.6	303.6
Painting and decorating.....	235.3	245.1	255.9	251.6	224.2	222.0	196.3	179.9	178.2	183.5	204.9	222.0	201.4	169.6	169.6
Electrical work.....	199.6	202.2	206.7	199.6	187.9	176.5	170.0	165.3	169.3	171.0	176.3	180.1	174.2	173.2	173.2
Other special-trade contractors.....	821.9	819.9	827.5	813.9	784.2	759.2	724.3	660.2	686.7	704.0	765.4	788.0	738.6	682.2	682.2
<b>Manufacturing.....</b>	<b>16,165</b>	<b>16,310</b>	<b>16,505</b>	<b>16,386</b>	<b>16,250</b>	<b>16,422</b>	<b>16,348</b>	<b>16,390</b>	<b>16,478</b>	<b>16,520</b>	<b>16,470</b>	<b>16,484</b>	<b>16,280</b>	<b>16,168</b>	<b>15,468</b>
Durable goods.....	9,268	9,308	9,403	9,296	9,342	9,504	9,516	9,548	9,630	9,680	9,640	9,577	9,313	9,290	8,743
Nondurable goods.....	6,897	7,002	7,102	7,090	6,908	6,918	6,832	6,832	6,848	6,840	6,830	6,907	6,967	6,878	6,725
<b>Durable goods</b>															
Ordinance and accessories.....	149.0	148.4	150.2	149.8	146.0	149.6	149.4	150.0	150.7	150.0	149.4	149.5	147.0	141.7	128.7
Lumber and wood products (except furniture).....	632.1	640.0	665.6	674.6	674.2	685.9	660.7	636.0	624.2	628.1	629.4	651.6	667.2	658.0	621.7
Logging camps and contractors.....	119.6	122.1	118.5	122.0	126.1	108.5	92.3	90.3	91.9	93.2	102.2	106.1	98.7	86.2	86.2
Sawmills and planing mills.....	304.2	313.3	321.8	320.1	324.8	318.1	310.7	304.8	305.9	306.3	315.5	323.6	319.9	311.0	311.0
Millwork, plywood, and prefabricated structural wood products.....	127.9	131.1	133.2	131.8	133.0	132.7	132.0	130.2	131.6	131.5	134.9	138.4	139.1	127.1	127.1
Wooden containers.....	41.6	42.4	43.6	43.9	44.8	44.8	43.6	42.2	42.2	42.2	43.0	42.5	44.0	44.7	44.7
Miscellaneous wood products.....	55.7	56.7	57.5	56.4	57.2	56.6	57.4	56.5	56.5	56.1	56.0	56.6	56.3	52.7	52.7
Furniture and fixtures.....	383.5	390.6	393.0	392.1	385.0	391.0	388.3	391.3	390.8	390.8	391.1	391.2	390.6	384.0	357.9
Household furniture.....	280.5	281.5	281.1	275.0	279.9	279.5	282.3	282.2	282.9	283.4	285.1	285.3	279.3	257.1	257.1
Office, public-building and professional furniture.....	49.6	50.2	49.7	48.7	49.4	48.3	48.5	48.1	47.4	47.1	46.9	47.0	46.1	43.8	43.8
Partitions, shelving, lockers, and fixtures.....	36.4	37.0	37.5	37.1	37.1	35.7	35.9	35.5	35.7	36.1	35.8	35.6	34.4	34.5	34.5
Screens, blinds, and miscellaneous furniture and fixtures.....	24.1	24.3	23.8	24.2	24.6	24.8	24.6	25.0	24.8	24.5	23.4	22.7	24.2	22.8	22.8
Stone, clay, and glass products.....	538.9	548.0	555.3	558.0	557.3	562.6	558.1	554.1	547.8	551.0	548.0	557.3	561.6	550.4	514.5
Flat glass.....	30.5	30.3	29.8	30.0	30.5	30.8	31.7	34.4	36.3	36.5	36.6	36.4	36.3	32.7	27.3
Glass and glassware, pressed or blown.....	106.0	108.5	107.2	106.9	109.8	106.9	105.5	105.0	104.0	101.1	102.1	103.5	100.2	95.5	95.5
Glass products made of purchased glass.....	17.5	17.2	17.0	16.4	16.5	16.8	16.8	17.2	17.6	17.5	17.8	18.4	18.0	16.3	16.3
Cement, hydraulic.....	40.7	41.9	42.9	43.2	43.0	42.1	41.2	39.0	38.4	39.8	41.4	41.8	41.4	41.7	42.0
Structural clay products.....	72.2	73.8	75.6	76.2	75.7	76.0	74.5	72.3	72.7	73.3	76.0	77.4	75.5	73.1	73.1
Pottery and related products.....	47.1	47.4	47.6	47.8	49.1	48.8	49.2	49.5	49.4	48.9	48.8	48.8	48.1	43.9	43.9
Concrete, gypsum, and plaster products.....	117.5	118.2	120.5	120.1	120.0	118.5	116.4	111.5	112.8	112.6	116.6	118.3	117.8	108.8	108.8
Cut-stone and stone products.....	18.5	18.7	18.6	17.8	18.4	18.1	18.0	17.5	17.5	17.3	17.7	18.0	18.1	18.3	18.3
Miscellaneous nonmetallic mineral products.....	98.0	99.3	98.8	98.9	99.6	100.1	100.8	101.4	102.3	101.0	100.5	98.1	98.3	89.3	89.3
<b>Primary metal industries.....</b>	<b>1,107.8</b>	<b>1,119.3</b>	<b>1,133.3</b>	<b>1,142.1</b>	<b>1,156.1</b>	<b>1,203.1</b>	<b>1,224.9</b>	<b>1,230.5</b>	<b>1,273.3</b>	<b>1,280.7</b>	<b>1,275.1</b>	<b>1,264.2</b>	<b>1,196.2</b>	<b>1,137.7</b>	<b>1,104.4</b>
Blast furnaces, steel works, and rolling mills.....	516.1	524.6	540.3	549.0	580.0	606.5	620.5	635.9	640.1	638.8	634.1	597.3	522.0	536.7	536.7
Iron and steel foundries.....	216.7	219.2	213.4	220.7	226.8	222.5	227.5	228.4	232.2	230.3	230.3	215.8	223.9	197.4	197.4
Primary smelting and refining of nonferrous metals.....	56.8	57.4	58.7	59.1	59.2	58.6	59.4	57.8	54.7	53.2	49.7	44.3	52.2	56.2	56.2
Secondary smelting and refining of nonferrous metals.....	12.0	12.3	12.2	11.8	11.9	12.1	12.4	12.6	12.6	12.7	12.4	12.0	12.2	11.5	11.5
Rolling, drawing, and alloying of nonferrous metals.....	111.9	112.4	112.3	111.3	113.5	112.2	113.6	115.3	115.4	116.0	116.6	116.2	115.8	105.5	105.5
Nonferrous foundries.....	60.8	60.8	60.4	59.1	61.6	61.1	62.8	65.4	67.0	67.3	67.0	66.1	64.8	57.7	57.7
Miscellaneous primary metal industries.....	145.0	146.6	144.8	145.1	150.1	151.9	154.3	157.9	158.7	156.8	154.1	144.5	146.8	139.4	139.4

See footnotes at end of table.

TABLE A-2. Employees in nonagricultural establishments, by industry<sup>1</sup>—Continued

Industry	1960												1959		Annual average	
	Nov. <sup>2</sup>	Oct. <sup>2</sup>	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1959	1958	
<b>Manufacturing—Continued</b>																
<i>Durable goods—Continued</i>																
Fabricated metal products (except ordnance, machinery, and transportation equipment)	1,062.6	1,078.3	1,081.0	1,064.9	1,063.2	1,086.3	1,080.8	1,079.8	1,097.3	1,106.2	1,099.2	1,082.0	1,042.1	1,069.0	1,029.9	
Tin cans and other tinware	57.5	61.3	63.9	63.5	63.6	62.2	59.5	59.1	58.2	58.5	56.8	55.9	59.6	58.2		
Cutlery, handtools, and hardware	132.6	131.2	128.7	126.9	132.2	133.0	134.0	137.5	139.7	139.8	138.1	123.7	134.2	128.3		
Heating apparatus (except electric) and plumbers' supplies	112.9	113.6	113.8	114.6	115.9	116.0	116.1	116.4	117.4	116.9	114.2	116.5	116.6	109.3		
Fabricated structural metal products	295.0	295.8	298.1	294.8	293.1	287.7	282.0	282.5	282.3	281.8	282.1	275.5	286.3	303.0		
Metal stamping, coating, and engraving	240.1	238.2	223.2	225.8	236.3	236.5	237.2	246.0	251.2	246.1	239.3	223.3	230.1	210.7		
Lighting fixtures	50.0	49.7	47.6	47.1	49.1	48.1	49.8	50.9	51.1	50.8	49.9	49.8	49.2	44.7		
Fabricated wire products	54.9	55.6	54.8	54.6	56.6	57.4	58.1	59.6	60.5	60.0	59.2	58.2	56.5	52.4		
Miscellaneous fabricated metal products	135.3	135.6	134.8	135.9	139.5	139.9	143.1	145.3	145.8	145.3	142.4	140.2	137.5	123.3		
<b>Machinery (except electrical)</b>																
Engines and turbines	1,582.5	1,584.9	1,605.1	1,615.2	1,635.3	1,638.6	1,660.9	1,677.8	1,687.7	1,691.1	1,675.0	1,660.3	1,625.8	1,611.7	1,501.2	
Agricultural machinery and tractors	95.6	96.3	99.8	100.2	101.3	103.2	104.3	107.1	107.4	108.5	107.3	104.6	103.1	93.1		
Construction and mining machinery	138.7	139.6	144.0	145.5	148.8	149.3	153.4	159.1	160.5	157.8	154.1	141.0	157.9	136.9		
Metalworking machinery	116.5	119.2	121.6	125.6	127.6	130.3	132.5	133.0	132.6	131.2	129.2	125.2	129.9	122.0		
Special-industry machinery (except metalworking machinery)	247.5	249.7	250.8	258.4	264.8	263.5	264.7	263.1	259.9	257.3	255.4	251.6	238.7	223.7		
General industrial machinery	175.9	176.3	176.4	176.2	178.0	176.5	176.1	175.4	174.6	173.3	172.3	171.8	165.5	159.6		
Office and store machines and devices	223.6	226.7	228.0	228.5	230.8	230.1	231.0	232.7	233.0	229.4	229.3	228.9	223.5	220.1		
Service-industry and household machines	142.4	142.0	140.8	140.6	140.4	138.9	139.0	138.3	137.6	137.6	137.6	136.9	132.7	124.9		
Miscellaneous machinery parts	173.4	180.0	179.7	186.6	192.6	196.5	197.7	195.3	198.5	194.4	189.6	184.4	184.9	168.9		
Electrical machinery	271.3	272.3	274.1	273.7	274.3	272.6	279.1	283.7	287.0	285.5	285.0	281.4	275.5	252.0		
<b>Electrical generating, transmission, distribution, and industrial apparatus</b>																
Electrical generating, transmission, distribution, and industrial apparatus	1,314.0	1,290.6	1,326.7	1,308.0	1,292.4	1,297.0	1,289.6	1,293.7	1,310.0	1,318.6	1,317.0	1,301.5	1,241.6	1,118.8		
Electrical appliances	388.9	416.9	415.8	414.3	412.6	414.8	417.9	421.4	422.5	420.5	419.5	407.4	402.1	373.8		
Insulated wire and cable	40.4	40.2	38.4	38.7	39.3	38.9	39.3	40.3	40.0	39.6	39.6	39.5	37.7	34.6		
Electrical equipment for vehicles	29.0	28.3	27.8	27.0	28.5	28.6	28.3	28.9	29.1	29.5	29.3	28.8	28.1	25.4		
Electric lamps	72.7	72.5	67.9	69.7	71.3	70.9	72.6	73.4	77.0	76.4	74.4	70.7	69.8	61.8		
Communication equipment	25.7	28.1	28.7	28.2	29.1	29.5	29.8	29.7	29.8	29.6	29.8	29.5	27.6	26.4		
Miscellaneous electrical products	686.2	680.9	680.2	664.9	665.7	638.0	657.5	666.1	671.3	674.2	674.9	677.2	627.2	551.4		
Transportation equipment	47.7	49.8	49.2	49.6	49.5	48.9	48.9	48.2	48.7	48.8	50.1	50.7	49.1	45.7		
<b>Motor vehicles and equipment</b>																
Motor vehicles and equipment	1,636.7	1,629.6	1,620.0	1,524.8	1,500.7	1,607.9	1,622.8	1,665.1	1,700.9	1,721.4	1,722.3	1,655.9	1,511.1	1,670.5	1,592.8	
Aircraft and parts	780.7	767.2	680.3	745.6	784.7	785.0	790.8	807.9	837.7	822.6	756.9	602.2	731.6	630.8		
Aircraft engines and parts	637.3	640.0	638.8	630.4	618.1	658.3	668.7	680.3	687.0	693.7	700.9	709.7	734.9	787.6		
Aircraft propellers and parts	370.0	371.1	371.1	371.1	371.1	381.4	387.0	393.0	397.2	400.6	404.2	412.3	435.0	457.2		
Other aircraft parts and equipment	130.2	132.2	132.1	125.3	111.1	138.7	139.6	140.7	143.4	142.2	141.2	144.9	146.3	152.6		
Ship and boat building and repairing	11.8	12.0	12.7	11.1	8.3	14.1	13.9	14.0	13.8	13.8	13.6	13.6	14.4	15.3		
Shipbuilding and repairing	125.3	123.7	122.6	122.9	123.7	124.1	128.0	132.6	135.4	137.8	138.9	138.9	139.2	129.5		
Shipbuilding and repairing	143.4	143.4	143.0	144.2	134.0	137.4	135.6	132.4	131.0	145.6	140.7	141.9	142.8	144.5		
Boatbuilding and repairing	124.4	124.3	124.3	124.6	110.9	112.3	110.1	107.4	106.4	121.7	117.5	119.5	120.9	125.5		
Railroad equipment	19.0	19.1	18.7	19.6	23.1	25.1	25.5	25.0	24.6	23.9	23.2	22.4	21.9	19.2		
Other transportation equipment	57.7	58.6	51.9	60.0	60.8	61.6	59.6	58.7	56.0	51.4	47.7	46.9	51.4	50.9		
Instruments and related products	10.5	10.8	10.8	10.5	10.3	10.5	10.4	10.5	9.7	9.0	9.7	10.4	10.1	9.0		
<b>Instruments and related products</b>																
Laboratory, scientific, and engineering instruments	347.8	350.8	351.9	348.5	352.8	351.3	353.1	353.7	353.6	352.1	354.0	352.8	338.9	315.2		
Mechanical measuring and controlling instruments	65.5	65.6	65.6	65.8	65.9	66.0	66.3	66.6	66.8	66.9	68.2	67.5	64.2	58.1		
Optical instruments and lenses	67.8	68.7	69.3	69.0	101.0	100.2	100.3	100.2	99.9	97.9	97.3	96.4	93.0	83.9		
Surgical, medical, and dental instruments	18.7	18.4	18.5	18.1	18.5	18.4	18.4	18.2	17.6	17.3	16.9	17.1	15.8	14.0		
Ophthalmic goods	45.0	45.1	45.4	45.3	45.8	45.1	45.3	45.1	44.9	44.6	44.7	44.1	43.1	41.5		
Photographic apparatus	26.1	26.7	27.1	26.9	27.2	27.6	27.6	27.7	27.8	28.1	28.1	28.0	26.1	23.7		
Watches and clocks	67.4	67.5	67.6	66.8	65.9	65.5	65.6	65.6	65.8	66.4	67.1	66.8	65.3	65.6		
Miscellaneous manufacturing industries	27.3	28.8	28.4	26.6	28.5	28.5	29.6	30.3	30.8	30.9	31.7	32.3	31.4	28.4		
<b>Miscellaneous manufacturing industries</b>																
Jewelry, silverware, and plated ware	513.2	521.7	522.3	514.9	492.9	508.9	496.5	493.9	489.0	480.0	494.1	516.9	496.5	480.9		
Miscellaneous manufacturing industries	47.5	49.9	46.7	44.5	45.8	45.7	46.6	46.3	46.3	46.4	46.4	46.4	45.9	44.4		
Toys and sporting goods	19.1	19.2	19.2	18.0	18.6	18.6	19.1	19.5	19.6	19.7	19.9	19.6	18.0	16.4		
Pens, pencils, other office supplies	103.8	104.7	101.0	95.1	98.6	93.2	88.1	81.8	77.2	73.3	70.4	95.2	84.5	81.7		
Costume jewelry, buttons, notions	33.2	32.8	32.8	32.2	31.8	31.6	31.5	31.3	31.2	30.4	31.0	30.2	30.8	30.7		
Fabricated plastics products	60.3	60.6	61.1	57.4	59.7	58.1	59.1	61.5	61.9	60.6	61.3	62.2	60.6	58.2		
Other manufacturing industries	96.0	96.2	95.3	92.7	95.6	94.8	95.4	95.5	96.6	96.0	96.2	97.1	92.6	84.0		
<b>Nondurable goods</b>																
Food and kindred products	1,486.6	1,500.3	1,628.9	1,601.7	1,521.4	1,499.2	1,414.9	1,404.1	1,376.8	1,380.2	1,396.6	1,434.5	1,478.2	1,470.2	1,476.4	
Meat products	309.6	310.9	308.2	305.7	303.4	297.2	292.6	294.8	298.2	302.0	305.7	305.0	302.1	307.0		
Dairy products	94.0	97.4	101.4	102.4	102.0	97.8	94.6	91.0	90.2	89.8	90.5	91.6	96.8	90.8		
Canning and preserving	285.4	362.5	333.8	254.6	207.7	184.7	185.9	167.3	166.7	169.5	182.9	211.7	223.0	220.4		
Grain-mill products	109.7	110.4	112.1	112.3	110.2	108.9	108.8	108.4	109.3	108.4	109.4	109.6	113.3	113.8		
Bakery products	292.1	290.8	289.9	292.0	290.8	286.1	287.0	286.1	286.8	285.9	287.9	290.0	285.2	284.3		
Sugar	89.8	27.6	25.7	26.3	25.8	25.1	26.1	24.5	25.7	34.8	41.3	45.4	31.0	31.4		
Confectionery and related products	79.4	77.0	73.2	66.9	70.0	69.5	70.2	71.8	72.3	72.7	78.0	78.8	73.5	75.4		
Beverages	215.2	216.3	219.1	221.7	220.2	211.1	206.3	201.5	198.1	200.4	205.5	210.5	209.1	207.0		
Miscellaneous food products	135.1	136.0	138.3	139.5	139.1	134.6	132.6	131.4	132.9	132.1	132.8	135.4	136.2	137.3		

See footnotes at end of table.

TABLE A-2. Employees in nonagricultural establishments, by industry<sup>1</sup>—Continued

[In thousands]

Industry	1960												1959		Annual average	
	Nov. <sup>2</sup>	Oct. <sup>3</sup>	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1959	1958	
Manufacturing—Continued																
Nondurable goods—Continued																
Tobacco manufactures.....	90.5	103.7	107.5	91.4	78.5	77.8	78.5	79.1	81.4	88.6	88.5	91.2	92.5	89.2	90.4	
Cigarettes.....		37.8	38.2	38.5	38.4	38.2	37.7	37.9	37.3	37.5	37.6	37.7	38.0	37.4	38.4	
Cigars.....		25.7	25.5	25.3	24.3	25.4	25.5	25.6	25.9	26.5	25.4	27.1	27.4	27.1	29.1	
Tobacco and snuff.....		6.0	6.0	6.2	6.2	6.3	6.2	6.2	6.3	6.4	6.4	6.4	6.4	6.6	6.5	
Tobacco stemming and redrying.....		34.2	37.8	21.4	9.6	7.9	9.1	9.4	11.9	16.2	19.1	20.0	20.7	18.1	18.4	
Textile-mill products.....	925.8	932.8	943.3	953.6	941.8	961.7	956.3	955.1	954.6	952.0	953.0	960.3	969.3	966.0	941.5	
Scouring and combing plants.....		5.1	5.2	5.4	5.4	5.5	5.4	5.3	5.2	5.6	5.6	5.4	5.3	5.5	5.2	
Yarn and thread mills.....		100.8	102.4	104.2	103.1	106.5	105.7	105.9	106.3	106.6	107.4	108.2	108.7	110.0	108.2	
Broad-woven fabric mills.....		379.6	384.5	388.6	389.1	393.7	392.9	393.3	396.6	394.9	396.1	398.1	398.9	398.6	399.9	
Narrow fabrics and small wares.....		28.3	29.0	29.4	28.8	29.5	29.3	29.4	29.8	29.7	29.8	29.4	29.3	29.5	27.5	
Knitting mills.....		221.7	224.1	227.3	217.7	225.5	221.6	217.5	215.7	211.8	210.4	216.2	224.5	220.1	207.0	
Dyeing and finishing textiles.....		57.8	57.8	59.0	59.0	59.1	59.9	59.9	58.9	59.4	59.6	59.3	59.3	58.4	54.9	
Carpets, rugs, other floor coverings.....		43.4	44.0	43.9	43.3	44.0	44.9	45.8	46.2	46.7	46.5	46.2	46.2	46.6	44.8	
Hats (except cloth and millinery).....		9.0	9.3	9.7	9.8	10.1	10.1	9.6	10.2	9.9	10.3	10.4	10.2	10.1	10.1	
Miscellaneous textile goods.....		57.1	57.0	56.1	55.6	56.8	56.5	56.4	57.7	57.9	57.3	57.1	56.9	57.3	53.9	
Apparel and other finished textile products.....	1,204.3	1,209.7	1,225.1	1,237.7	1,188.0	1,215.9	1,207.9	1,211.2	1,247.8	1,240.7	1,219.5	1,232.9	1,239.9	1,210.7	1,156.3	
Men's and boys' suits and coats.....		115.1	115.8	116.6	109.4	116.1	115.0	114.3	114.9	114.6	114.0	114.3	114.4	111.4	107.3	
Men's and boys' furnishings and work clothing.....		349.5	356.8	359.3	349.5	357.6	353.7	349.6	351.7	349.6	346.7	349.1	352.7	338.3	311.3	
Women's outerwear.....		327.1	334.0	343.4	328.2	329.0	328.1	335.7	338.0	335.1	346.2	349.8	348.0	344.7	339.7	
Women's, children's undergarments.....		119.1	118.8	118.8	113.0	118.6	118.4	120.0	121.6	121.6	119.8	121.5	124.0	118.9	114.1	
Millinery.....		18.6	18.9	19.5	16.5	13.1	14.9	17.8	22.8	22.2	19.1	18.3	17.0	18.5	17.9	
Children's outerwear.....		71.1	71.9	73.9	74.8	75.6	73.2	69.6	73.8	74.0	73.5	72.3	72.6	74.4	73.6	
Fur goods.....		8.2	8.0	7.5	7.3	7.4	6.9	6.6	6.6	6.8	6.8	6.6	6.3	9.2	10.7	
Miscellaneous apparel and accessories.....		61.4	61.5	61.4	57.2	61.7	59.6	60.2	60.0	59.2	57.7	60.9	62.7	60.3	56.7	
Other fabricated textile products.....		139.6	139.4	137.3	132.1	136.8	138.1	137.4	138.4	137.6	135.7	138.1	139.2	135.0	125.0	
Paper and allied products.....	561.5	563.8	567.7	567.0	560.5	567.0	562.7	562.3	560.0	559.9	561.3	564.1	564.4	559.9	547.1	
Pulp, paper, and paperboard mills.....		275.7	278.3	279.2	275.0	278.3	274.4	274.0	273.1	274.0	275.4	274.0	273.3	273.8	269.4	
Paperboard containers and boxes.....		154.5	154.7	158.0	150.9	152.6	151.7	152.2	152.3	152.4	152.6	156.2	157.7	153.5	149.6	
Other paper and allied products.....		133.6	134.7	134.8	134.6	136.1	136.6	136.1	134.6	133.5	133.3	133.9	133.4	132.6	128.1	
Printing, publishing, and allied industries.....	910.8	909.0	900.9	893.1	890.4	892.0	885.9	886.3	886.2	883.3	878.8	887.5	886.2	868.3	852.2	
Newspapers.....		332.5	331.2	331.0	331.4	331.4	329.4	327.7	327.2	325.7	324.9	329.6	328.6	322.6	316.4	
Periodicals.....		65.8	64.5	62.8	61.9	62.3	62.7	63.9	63.9	64.2	64.7	64.5	64.7	62.4	61.5	
Books.....		64.5	64.4	63.8	63.1	62.3	62.2	62.3	61.6	61.1	60.2	60.1	59.7	58.0	55.0	
Commercial printing.....		233.6	233.0	230.8	229.3	229.4	227.3	229.3	230.3	229.1	229.2	230.0	228.8	224.0	220.7	
Lithographing.....		69.7	69.3	68.7	68.2	68.6	68.4	68.6	68.1	67.3	65.5	66.9	67.9	66.3	65.7	
Greeting cards.....		24.3	23.0	22.6	22.0	22.6	20.6	20.5	20.1	19.9	19.6	21.6	23.0	20.8	20.0	
Bookbinding and related industries.....		47.6	48.3	48.6	48.1	48.4	48.0	47.8	47.5	47.5	46.8	46.8	46.9	46.2	44.5	
Miscellaneous publishing and printing services.....		71.0	67.2	66.8	66.4	67.0	67.3	66.0	67.2	68.5	67.9	68.0	68.6	68.0	68.4	
Chemicals and allied products.....	576.7	579.2	579.8	582.2	578.9	577.8	579.6	582.3	589.4	594.6	590.5	581.9	582.1	547.8	520.9	
Industrial inorganic chemicals.....		105.2	105.8	106.7	106.1	105.8	104.7	104.6	103.9	103.7	103.6	103.9	104.0	102.5	102.2	
Industrial organic chemicals.....		340.9	343.2	347.3	347.4	343.7	340.2	338.3	336.7	334.9	334.0	332.9	331.7	325.6	316.6	
Drugs and medicines.....		105.6	106.5	107.7	107.8	108.6	105.4	105.5	105.8	105.2	105.6	105.3	104.9	104.0	102.9	
Soap, cleaning and polishing preparations.....		54.2	54.4	54.3	52.8	53.1	52.8	52.7	52.7	52.4	51.8	51.7	51.4	51.0	49.3	
Paints, pigments, and fillers.....		77.1	77.8	79.1	79.0	78.4	77.8	77.3	76.8	76.9	76.3	76.4	76.4	75.5	73.0	
Gum and wood chemicals.....		7.8	7.8	7.8	7.9	7.9	7.9	7.8	7.7	7.9	7.8	7.8	7.7	7.7	7.8	
Fertilizers.....		34.8	33.9	31.7	31.6	35.8	44.1	45.8	39.4	37.2	35.9	35.0	34.1	36.9	35.6	
Vegetable and animal oils and fats.....		42.3	39.1	36.6	36.3	36.6	37.5	39.2	39.3	40.1	40.8	42.7	43.7	40.0	38.5	
Miscellaneous chemicals.....		111.3	111.3	111.0	110.0	109.9	109.2	108.1	107.1	106.3	104.7	106.2	108.2	104.6	101.0	
Products of petroleum and coal.....	222.8	225.0	226.2	229.8	230.2	232.5	231.9	232.4	232.2	232.4	231.9	232.2	231.7	233.4	238.2	
Petroleum refining.....		178.9	180.3	182.4	183.4	184.0	183.2	183.7	183.8	184.1	183.8	184.2	182.9	186.2	192.1	
Coke, other petroleum and coal products.....		46.1	45.9	47.4	46.8	48.5	48.7	48.7	48.4	48.3	48.1	48.0	48.8	47.2	46.1	
Rubber products.....	256.0	258.1	258.4	257.1	252.5	258.1	257.1	260.2	267.4	269.0	269.2	269.5	270.1	259.8	244.6	
Tires and inner tubes.....		100.4	101.6	103.0	103.1	103.5	103.4	104.4	105.1	104.0	105.3	105.5	106.1	101.6	100.8	
Boot and shoe cut stock and findings.....		22.6	22.4	22.1	21.5	22.0	21.9	22.5	22.8	23.0	23.1	23.6	23.7	22.0	20.9	
Other rubber products.....		135.1	134.4	132.0	127.9	132.6	131.8	133.3	139.5	142.0	140.8	140.4	140.3	136.2	122.9	
Leather and leather products.....	361.7	360.7	364.2	378.9	365.5	365.7	357.6	359.3	370.4	370.9	370.9	372.5	372.6	372.2	357.2	
Leather: tanned, curried, and finished.....		34.2	34.4	34.6	34.4	34.5	34.0	34.1	34.4	34.8	35.6	35.8	35.9	37.1	37.9	
Industrial leather belting and packing.....		4.6	4.7	4.6	4.3	4.3	4.2	4.4	4.8	5.0	5.0	4.9	5.0	4.9	4.1	
Boot and shoe cut stock and findings.....		18.2	18.2	19.3	19.5	19.5	18.7	18.6	19.6	19.9	20.1	19.5	19.3	19.4	18.2	
Footwear (except rubber).....		238.1	242.0	248.5	246.0	245.4	238.5	240.1	246.8	249.8	249.8	249.4	248.5	248.9	238.1	
Luggage.....		16.5	16.4	17.3	16.4	16.0	15.8	15.6	15.6	15.1	15.0	15.1	15.5	15.3	15.0	
Handbags and small leather goods.....		33.8	32.7	32.4	30.1	30.2	30.2	30.9	33.5	33.3	31.7	32.4	33.6	31.2	29.9	
Gloves and miscellaneous leather goods.....		15.3	15.8	16.2	14.8	15.8	15.9	15.6	15.7	14.8	13.7	15.4	16.8	15.4	14.0	

See footnotes at end of table.

TABLE A-2. Employees in nonagricultural establishments, by industry<sup>1</sup>—Continued

Industry	1960												1959		Annual average	
	Nov. <sup>3</sup>	Oct. <sup>3</sup>	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1959	1958	
<b>Transportation and public utilities.....</b>	<b>3,868</b>	<b>3,888</b>	<b>3,907</b>	<b>3,921</b>	<b>3,939</b>	<b>3,942</b>	<b>3,924</b>	<b>3,917</b>	<b>3,900</b>	<b>3,887</b>	<b>3,882</b>	<b>3,940</b>	<b>3,912</b>	<b>3,902</b>	<b>3,903</b>	
Transportation.....	2,524	2,545	2,553	2,560	2,573	2,592	2,585	2,579	2,570	2,553	2,549	2,602	2,571	2,559	2,531	
Interstate railroads.....	871.1	876.0	904.0	912.2	919.5	914.5	909.8	903.6	899.7	900.6	919.7	898.0	930.6	963.6	963.6	
Class I railroads.....	759.9	766.2	792.9	800.7	807.4	801.9	796.6	789.0	785.3	785.9	796.3	784.0	815.3	840.8	840.8	
Local railways and buslines.....	87.7	90.8	90.4	90.8	91.1	91.3	91.4	91.2	90.9	91.2	91.4	91.8	92.3	96.4	96.4	
Trucking and warehousing.....	901.9	891.7	877.4	879.3	887.1	880.3	880.6	883.3	878.0	876.2	897.0	892.6	853.2	792.8	792.8	
Other transportation and services.....	684.7	694.5	687.4	690.2	694.6	698.6	697.0	692.1	684.7	681.1	694.2	688.4	683.3	678.5	678.5	
Buslines, except local.....	413.0	411.1	417.7	419.9	423.8	420.7	428.5	434.3	438.4	430.4	434.0	430.3	406.4	392.7	392.7	
Air transportation (common carrier).....	151.3	152.7	153.8	152.4	152.1	153.0	153.1	152.3	152.2	152.2	152.2	152.1	150.8	145.9	146.3	
Pipe-line transportation (except natural gas).....	23.8	24.1	24.5	24.7	24.6	24.1	24.1	24.2	24.2	24.6	24.6	24.7	25.1	25.8	25.8	
Communication.....	741	741	741	752	744	741	740	738	737	736	739	741	743	771	771	
Telephone.....	704.0	707.8	713.5	714.0	707.0	704.0	702.6	700.2	699.2	698.0	701.1	702.9	705.5	732.4	732.4	
Telegraph.....	36.4	36.4	36.3	37.3	36.7	36.6	36.7	36.7	36.7	36.7	36.9	37.1	37.6	37.2	37.2	
Other public utilities.....	603	602	600	610	614	606	598	592	597	597	599	600	601	601	601	
Gas and electric utilities.....	574.4	584.7	585.2	589.2	582.5	574.6	574.2	568.5	574.0	574.0	574.0	575.7	576.7	576.6	576.5	
Electric light and power utilities.....	254.0	257.2	259.3	260.0	257.3	254.1	254.0	253.8	253.8	254.1	254.7	254.9	255.9	258.3	258.3	
Gas utilities.....	155.3	156.9	155.9	158.7	155.3	153.2	153.4	153.0	153.2	153.2	153.4	153.7	153.3	151.5	151.5	
Electric light and gas utilities combined.....	169.1	170.6	172.3	172.5	169.9	163.3	166.8	161.7	167.0	167.0	167.6	168.1	167.4	168.7	168.7	
Local utilities, not elsewhere classified.....	23.7	24.0	24.5	24.4	23.7	23.7	23.8	23.5	23.2	23.1	23.1	23.2	23.2	22.9	22.9	
<b>Wholesale and retail trade.....</b>	<b>11,878</b>	<b>11,733</b>	<b>11,665</b>	<b>11,592</b>	<b>11,591</b>	<b>11,637</b>	<b>11,543</b>	<b>11,620</b>	<b>11,325</b>	<b>11,329</b>	<b>11,424</b>	<b>12,345</b>	<b>11,723</b>	<b>11,385</b>	<b>11,141</b>	
Wholesale trade.....	3,174	3,161	3,153	3,153	3,138	3,129	3,111	3,120	3,111	3,114	3,113	3,155	3,141	3,070	3,013	
Wholesalers full-service and limited-function.....	1,875.8	1,876.8	1,879.6	1,879.6	1,879.6	1,879.6	1,851.4	1,856.4	1,850.4	1,852.9	1,852.7	1,882.9	1,868.8	1,819.2	1,732.0	
Automotive.....	141.5	142.2	142.7	142.2	141.5	140.5	139.6	139.0	138.7	138.0	139.2	138.6	135.2	126.5	126.5	
Groceries, food specialties, beer, wines, and liquors.....	317.6	315.5	314.9	315.4	314.1	313.0	315.1	317.8	316.1	317.9	321.3	320.9	309.7	308.1	308.1	
Electrical goods, machinery, hardware, and plumbing equipment.....	452.1	454.7	458.4	459.5	458.1	455.2	455.5	455.0	454.8	453.3	456.4	455.1	448.0	439.2	439.2	
Other full-service and limited-function wholesalers.....	964.6	964.4	963.6	953.8	953.4	942.7	946.2	938.6	943.3	943.5	966.0	954.2	926.3	883.2	883.2	
Wholesale distributors, other.....	1,285.3	1,275.7	1,273.6	1,267.0	1,261.6	1,259.3	1,263.1	1,260.8	1,260.8	1,260.7	1,272.0	1,271.8	1,250.7	1,261.4	1,261.4	
Retail trade.....	8,704	8,572	8,512	8,439	8,453	8,608	8,432	8,500	8,214	8,215	8,311	9,190	8,582	8,315	8,128	
General merchandise stores.....	1,659.3	1,554.8	1,504.1	1,452.5	1,433.1	1,462.5	1,465.6	1,411.0	1,404.3	1,402.3	1,404.9	1,628.3	1,483.5	1,433.8	1,433.8	
Department stores and general mail-order houses.....	941.1	951.8	922.9	917.2	934.2	932.1	944.8	892.1	898.3	942.7	1,294.3	1,053.8	953.4	925.1	925.1	
Other general merchandise stores.....	560.7	552.3	529.6	515.9	528.3	533.5	566.2	512.2	504.0	522.2	730.7	574.5	530.1	508.7	508.7	
Food and liquor stores.....	1,646.7	1,640.7	1,640.9	1,659.9	1,655.6	1,648.7	1,649.0	1,633.6	1,634.8	1,629.7	1,663.3	1,645.6	1,613.6	1,598.8	1,598.8	
Grocery, meat, and vegetable markets.....	1,210.6	1,195.2	1,190.3	1,204.8	1,203.7	1,200.7	1,199.8	1,200.1	1,197.0	1,198.2	1,218.4	1,209.3	1,175.3	1,149.4	1,149.4	
Dairy product stores and dealers.....	213.3	223.7	228.4	229.6	226.8	222.8	220.2	214.9	214.5	214.9	217.1	217.2	227.7	227.4	227.4	
Other food and liquor stores.....	222.8	221.8	222.2	225.5	225.1	225.2	229.0	218.6	223.3	216.6	227.8	219.1	215.6	222.0	222.0	
Automotive and accessories dealers.....	812.6	814.7	819.9	824.5	825.4	827.4	801.1	801.2	801.1	799.7	814.8	803.8	801.5	776.5	776.5	
Apparel and accessories stores.....	647.8	634.4	619.7	597.8	597.8	628.3	626.7	584.4	584.4	609.1	744.0	694.3	694.3	692.1	692.1	
Other retail trade.....	3,918.9	3,922.1	3,933.0	3,940.2	3,937.5	3,933.9	3,872.2	3,845.5	3,790.8	3,792.1	3,807.3	3,943.0	3,869.3	3,820.4	3,738.4	
Furniture and appliance stores.....	402.2	397.7	396.8	398.1	397.0	399.0	397.4	395.1	396.7	397.3	405.1	393.8	393.8	390.2	390.2	
Drug stores.....	407.9	406.8	400.1	398.6	398.6	392.0	396.4	384.2	383.3	390.6	418.4	389.8	378.2	355.8	355.8	
<b>Finance, insurance, and real estate.....</b>	<b>2,497</b>	<b>2,500</b>	<b>2,515</b>	<b>2,536</b>	<b>2,530</b>	<b>2,496</b>	<b>2,469</b>	<b>2,463</b>	<b>2,444</b>	<b>2,439</b>	<b>2,429</b>	<b>2,438</b>	<b>2,438</b>	<b>2,425</b>	<b>2,374</b>	
Banks and trust companies.....	680.7	680.9	686.8	682.9	671.2	662.9	665.2	661.9	657.5	652.2	652.2	650.4	638.4	615.3	615.3	
Security dealers and exchanges.....	101.6	102.0	103.4	102.9	100.4	99.9	99.9	99.7	99.7	99.7	99.7	99.7	94.5	84.6	84.6	
Insurance carriers and agents.....	940.4	946.3	952.8	946.8	930.8	922.3	922.5	919.9	917.3	910.3	913.6	910.8	904.0	895.0	895.0	
Other finance agencies and real estate.....	777.1	785.6	793.4	797.1	793.6	777.4	777.4	762.9	764.9	768.5	773.7	779.4	787.8	779.5	779.5	
<b>Service and miscellaneous.....</b>	<b>6,672</b>	<b>6,706</b>	<b>6,698</b>	<b>6,685</b>	<b>6,715</b>	<b>6,745</b>	<b>6,717</b>	<b>6,644</b>	<b>6,511</b>	<b>6,484</b>	<b>6,474</b>	<b>6,547</b>	<b>6,593</b>	<b>6,525</b>	<b>6,395</b>	
Hotels and lodging places.....	463.9	508.9	500.8	591.7	524.5	497.1	479.3	458.6	459.6	452.7	463.4	470.4	505.4	511.3	511.3	
Personal services.....	305.9	306.7	310.3	313.6	314.6	311.5	308.4	304.6	305.7	307.2	309.0	310.6	310.9	312.7	312.7	
Laundries.....	179.9	175.0	170.9	175.5	181.3	179.4	177.4	169.3	170.0	171.9	173.4	174.7	170.6	167.4	167.4	
Cleaning and dyeing plants.....	188.9	193.6	195.4	192.1	190.7	190.3	189.7	175.3	178.0	178.9	179.8	185.6	187.0	189.8	189.8	
Motion pictures.....																
<b>Government.....</b>	<b>8,658</b>	<b>8,584</b>	<b>8,474</b>	<b>8,140</b>	<b>8,145</b>	<b>8,409</b>	<b>8,449</b>	<b>8,553</b>	<b>8,536</b>	<b>8,343</b>	<b>8,288</b>	<b>8,635</b>	<b>8,331</b>	<b>8,127</b>	<b>7,893</b>	
Federal.....	2,178	2,182	2,185	2,206	2,205	2,204	2,212	2,334	2,331	2,153	2,151	2,492	2,192	2,197	2,191	
Executive.....	2,154.1	2,157.6	2,178.0	2,177.3	2,177.3	2,176.6	2,184.6	2,306.8	2,303.6	2,125.3	2,123.6	2,464.5	2,164.7	2,169.4	2,164.2	
Department of Defense.....	909.4	910.8	919.2	919.1	922.6	917.1	916.5	919.0	920.2	921.3	924.6	925.3	941.3	960.3	960.3	
Post Office Department.....	565.0	565.9	566.5	564.8	560.0	553.3	553.0	551.8	553.0	553.6	563.1	557.5	572.9	592.8	592.8	
Other agencies.....	679.7	680.9	692.3	693.4	693.6	714.2	837.3	832.8	852.1	848.7	876.5	878.9	855.2	841.1	841.1	
Legislative.....	22.4	22.6	22.8	22.8	22.8	22.5	22.5	22.5	22.5	22.4	22.5	22.5	22.5	22.5	22.1	
Judicial.....	5.0	4.9	4.9	4.9	4.9	4.9	4.9	4.9	4.9	4.9	4.8	4.8	4.8	4.8	4.7	
State and local.....	6,480	6,402	6,289	5,934	5,940	6,205	6,237	6,219	6,205	6,190	6,137	6,143	6,139	5,930	5,702	
State.....	1,617.6	1,580.0	1,530.3	1,530.3	1,575.2	1,578.8	1,572.8	1,564.1	1,559.8	1,550.2	1,535.4	1,535.6	1,534.3	1,470.8	1,470.8	
Local.....	4,784.6	4,799.4	4,758.9	4,403.9	4,404.8	4,629.9	4,664.9	4,645.4	4,645.1	4,639.8	4,581.6	4,581.6	4,581.6	4,539.1	4,231.1	
Education.....	3,069.2	3,026.6	3,025.8	2,538.8	2,538.8	2,851.3	2,978.5	2,987.4	2,992.0	2,990.9	2,945.7	2,945.7	2,945.7	2,721.5	2,563.7	
Other.....	3,303.0	3,362.8	3,408.4	3,401.0	3,353.3	3,258.3	3,231.8	3,213.2	3,199.0	3,189.2	3,194.3	3,193.5	3,193.5	3,138.2	3,138.2	

<sup>1</sup> Beginning with the August 1958 issue, figures for 1956-58 differ from those previously published because of the adjustment of the employment estimates to 1st quarter 1957 benchmark levels indicated by data from government social insurance programs. Statistics from 1957 forward are subject to revision when new benchmarks become available.

These series are based upon establishment reports which cover all full- and part-time employees in nonagricultural establishments who worked during, or received pay for, any part of the pay period ending nearest the 15th of the month. Therefore, persons who worked in more than 1 establishment during the reporting period are counted more than once. Proprietors, self-employed persons, unpaid family workers, and domestic servants are excluded.

<sup>2</sup> Preliminary.

<sup>3</sup> Data relate to civilian employees who worked on, or received pay for, the last day of the month.

<sup>4</sup> State and local government data exclude, as do national employees, elected officials of small local units and paid volunteer firemen.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics for all series except those for the Federal Government, which is prepared by the U.S. Civil Service Commission, and that for Class I railroads, which is prepared by the U.S. Interstate Commerce Commission.

TABLE A-3. Production or nonsupervisory workers in nonagricultural establishments, by industry<sup>1</sup>

[In thousands]

Industry	1960											1959		Annual average	
	Nov. <sup>1</sup>	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1959	1958
<b>Mining</b>		512	516	525	507	534	532	533	524	527	518	527	519	532	572
Metal	76.8	77.3	78.4	78.4	80.4	80.0	79.3	77.6	73.4	60.5	57.2	54.9	65.1	76.5	497
Iron	28.2	28.2	29.6	29.4	30.5	30.5	29.5	28.8	28.6	28.4	28.2	25.9	22.7	29.1	26.1
Copper	26.3	26.3	25.8	25.3	26.0	25.6	25.7	24.8	21.1	8.5	5.6	5.5	18.0	23.4	18.0
Lead and zinc	7.8	8.1	8.2	8.9	9.1	9.7	10.1	10.2	10.1	10.1	9.9	9.8	10.0	10.5	10.5
Anthracite	10.3	10.2	9.7	9.0	10.0	10.5	11.5	12.4	13.9	13.9	14.1	14.3	14.6	13.5	13.5
Bituminous coal	130.9	130.6	136.0	119.1	144.3	147.7	149.8	132.0	154.1	154.9	155.1	149.2	149.2	173.8	173.8
Crude-petroleum and natural-gas production		196.4	200.0	202.6	202.3	202.9	198.3	199.5	197.7	199.5	202.7	208.3	209.6	210.2	211.1
Petroleum and natural-gas production (except contract services)		99.2	101.9	103.1	103.9	103.2	101.2	101.8	102.5	103.3	103.9	104.6	104.8	106.1	112.9
Nonmetallic mining and quarrying		97.7	97.6	98.3	97.8	96.4	95.9	93.1	83.9	85.3	86.1	92.6	95.3	92.5	91.9
<b>Contract construction</b>		2,591	2,545	2,705	2,669	2,558	2,430	2,190	1,989	2,047	2,289	2,299	2,407	2,372	2,278
Nonbuilding construction		540	554	576	573	568	513	424	340	353	360	439	507	505	497
Highway and street construction		280.5	286.4	296.1	292.6	286.7	256.6	196.2	136.3	142.9	145.2	195.2	245.0	245.4	231.8
Other nonbuilding construction		259.1	267.2	279.5	280.1	271.0	256.8	227.4	203.3	210.4	214.9	243.8	261.8	260.5	265.1
Building construction		2,051	2,091	2,129	2,096	2,000	1,907	1,766	1,574	1,687	1,887	1,938	1,885	1,781	1,781
General contractors		710.0	732.9	751.9	752.4	714.7	675.1	609.5	513.4	542.2	564.0	629.0	667.6	662.4	658.1
Special-trade contractors		1,341.4	1,358.3	1,377.0	1,343.9	1,285.4	1,232.0	1,156.3	1,060.3	1,145.2	1,222.9	1,220.9	1,210.4	1,203.2	1,122.6
Plumbing and heating		262.2	268.7	262.5	256.2	253.4	245.7	235.4	224.1	230.3	229.3	251.5	256.3	252.8	247.0
Painting and decorating		213.2	222.6	233.6	229.5	212.7	201.3	176.3	160.3	166.3	163.1	184.6	201.3	181.7	153.3
Electrical work		159.2	161.9	165.0	159.9	149.6	139.4	133.3	126.6	132.0	134.4	138.8	143.0	138.8	138.2
Other special-trade contractors		706.8	705.1	714.9	698.3	669.7	644.6	611.3	547.3	572.0	586.4	646.0	669.8	630.4	584.1
<b>Manufacturing</b>		12,071	12,225	12,399	12,265	12,145	12,332	12,292	12,334	12,435	12,449	12,466	12,274	12,237	11,458
Durable goods		6,822	6,868	6,949	6,832	6,888	7,056	7,084	7,123	7,205	7,208	7,230	7,173	6,922	6,507
Nondurable goods		5,249	5,357	5,450	5,432	5,257	5,276	5,208	5,211	5,230	5,226	5,219	5,263	5,352	5,161
<b>Durable goods</b>															
Ordinance and accessories		73.9	72.3	73.5	72.0	72.3	72.4	73.0	73.8	74.9	74.7	74.3	74.0	72.9	68.4
Lumber and wood products (except furniture)		563.8	580.3	598.4	606.9	606.1	617.4	592.5	586.6	555.7	560.6	561.4	583.6	599.3	556.8
Logging camps and contractors		110.7	114.8	110.9	114.6	118.6	101.8	86.1	83.9	85.5	86.5	95.4	96.5	92.3	80.1
Sawmills and planing mills		276.4	285.0	293.1	291.4	296.0	288.8	281.6	275.1	276.7	277.0	286.3	294.8	291.5	283.6
Millwork, plywood, and prefabricated structural wood products		107.0	110.5	112.8	110.9	112.0	111.7	110.9	109.0	110.5	110.3	113.6	116.7	117.7	106.5
Wooden containers		37.6	38.5	39.7	39.9	40.8	40.5	39.7	38.2	38.3	38.3	39.1	38.6	40.2	40.6
Miscellaneous wood products		48.6	49.6	50.4	49.3	50.0	49.4	50.3	49.5	49.6	49.3	49.2	50.0	49.4	46.0
Furniture and fixtures		319.3	325.9	328.2	327.2	320.9	326.7	324.3	327.2	326.9	327.6	327.8	327.2	321.2	297.3
Household furniture		240.8	241.5	241.2	235.6	240.4	240.3	242.7	242.9	244.0	244.0	245.9	246.6	246.8	230.1
Office, public building, and professional furniture		38.8	39.6	39.0	38.4	38.8	37.6	38.0	37.7	37.2	36.8	36.7	36.6	35.9	34.2
Partitions, shelving, lockers, and fixtures		27.4	28.0	28.3	28.1	28.1	26.8	27.2	26.7	27.0	27.4	27.1	26.7	25.6	25.6
Screens, blinds, and miscellaneous furniture and fixtures		18.9	19.1	18.7	18.8	19.4	19.6	19.3	19.6	19.4	19.2	18.1	17.3	18.9	17.4
<b>Stone, clay, and glass products</b>		431.9	441.5	449.2	451.5	449.9	450.1	451.6	448.2	443.0	445.2	442.6	452.4	457.1	417.8
Flat glass		26.2	26.1	25.5	25.8	26.2	26.6	27.5	30.2	32.2	32.2	32.3	32.1	28.7	23.5
Glass and glassware, pressed or blown		89.6	92.4	90.8	90.0	93.2	90.5	89.3	88.9	87.5	84.7	85.9	87.2	84.7	80.5
Glass products made of purchased glass		14.3	14.0	13.8	13.4	13.6	13.7	13.7	14.1	14.5	14.5	14.8	15.3	15.0	13.3
Cement, hydraulic		33.1	34.2	35.2	35.3	35.3	34.5	33.7	31.6	31.0	32.5	33.9	34.3	34.4	34.6
Structural clay products		62.2	64.0	65.7	66.1	65.8	65.9	64.5	62.2	62.6	63.1	66.0	67.2	65.5	63.4
Pottery and related products		39.9	40.3	40.4	40.9	42.2	41.7	42.3	42.5	42.4	41.9	42.0	43.0	41.3	37.6
Concrete, gypsum, and plaster products		92.5	93.1	95.8	94.8	95.0	93.2	91.0	86.8	87.7	87.8	91.7	94.0	94.3	86.9
Cut-stone and stone products		16.0	16.2	16.0	15.2	15.8	15.6	15.4	14.9	15.0	14.9	15.3	15.6	15.6	15.7
Miscellaneous nonmetallic mineral products		67.7	68.9	68.3	68.4	69.0	69.9	70.8	71.8	72.5	71.0	70.5	68.4	69.6	62.3
<b>Primary metal industries</b>		892.3	893.6	905.0	909.8	923.8	970.3	992.6	1,019.8	1,042.6	1,051.5	1,048.3	1,038.8	975.0	891.0
Blast furnaces, steel works, and rolling mills		410.8	417.6	430.8	438.7	468.9	495.3	510.6	526.4	531.6	531.6	527.7	493.2	416.6	436.8
Iron and steel foundries		183.1	185.7	179.5	187.1	193.1	188.8	194.0	194.7	198.8	197.7	197.6	183.2	192.2	167.4
Primary smelting and refining of nonferrous metals		44.3	44.8	45.8	46.3	46.6	46.1	47.2	45.4	42.5	40.7	37.4	32.4	40.0	43.2
Secondary smelting and refining of nonferrous metals		8.9	9.1	9.0	8.6	8.6	8.9	9.1	9.3	9.3	9.4	9.2	8.8	9.1	8.2
Rolling, drawing, and alloying of nonferrous metals		83.8	84.0	83.7	82.7	85.2	84.2	85.6	87.0	87.4	88.1	89.1	89.1	89.2	80.6
Nonferrous foundries		49.3	49.3	48.6	47.6	50.3	49.6	51.2	53.7	55.2	55.4	55.2	54.3	53.3	46.4
Miscellaneous primary metal industries		113.4	114.5	112.4	112.8	117.6	119.7	122.1	126.1	126.7	125.4	122.6	114.0	116.0	108.4
<b>Fabricated metal products (except ordinance, machinery, and transportation equipment)</b>		818.5	833.1	835.0	819.4	817.3	840.1	836.5	836.8	853.8	863.3	856.6	840.0	799.9	795.8
Tin cans and other tinware		49.5	53.3	55.8	55.4	55.6	54.3	51.7	51.3	50.3	50.8	49.1	48.2	51.9	50.6
Cutlery, handtools, and hardware		103.9	102.5	100.1	98.6	103.8	104.4	105.4	109.1	111.7	111.9	110.2	95.0	106.2	100.1
Heating apparatus (except electric) and plumbers' supplies		85.1	86.0	85.9	86.4	87.8	88.1	88.5	88.5	89.5	89.0	86.8	89.2	80.6	83.3
Fabricated structural metal products		211.5	211.7	213.4	210.1	208.1	204.4	199.7	200.6	200.7	199.5	199.3	192.8	203.4	220.0
Metal stamping, coating, and engraving		195.4	193.7	190.2	182.4	192.9	193.7	201.9	207.1	202.4	196.2	179.5	187.5	169.4	169.4
Lighting fixtures		38.9	38.6	36.4	36.0	37.9	37.0	38.6	39.5	39.8	39.4	39.0	38.8	38.5	34.2
Fabricated wire products		43.8	44.2	43.4	43.1	45.2	45.9	46.6	48.4	49.2	48.7	47.7	45.8	45.4	41.7
Miscellaneous fabricated metal products		105.0	105.0	104.2	105.3	108.9	109.5	112.6	114.5	115.0	114.0	112.6	110.6	108.0	96.5

See footnotes at end of table.

TABLE A-3. Production or nonsupervisory workers in nonagricultural establishments, by industry<sup>1</sup>—Continued

[In thousands]

Industry	1960												1959		Annual average	
	Nov. <sup>1</sup>	Oct. <sup>1</sup>	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1959	1958	
<b>Manufacturing—Continued</b>																
<i>Durable goods—Continued</i>																
Machinery (except electrical).....	1,084.1	1,085.6	1,104.4	1,111.6	1,130.4	1,154.1	1,159.3	1,176.4	1,186.1	1,191.0	1,178.8	1,166.0	1,135.9	1,134.1	1,039.3	
Engine and turbines.....	57.8	61.1	61.0	61.3	62.9	64.5	65.8	65.8	68.2	68.4	69.5	68.3	66.0	65.9	60.7	
Agricultural machinery and tractors.....	93.4	93.9	97.1	98.7	101.5	101.7	105.5	110.9	112.3	110.1	106.5	94.5	112.4	94.5	92.4	
Construction and mining machinery.....	78.7	81.0	83.1	85.5	87.4	89.9	91.4	91.9	91.4	89.9	88.7	84.7	89.6	82.4	82.1	
Metalworking machinery.....	178.6	181.0	181.9	190.2	195.6	195.7	196.4	195.1	192.1	190.7	189.7	186.7	175.6	162.1	162.1	
Special-industry machinery (except metalworking machinery).....	121.9	122.6	122.7	122.4	124.2	123.5	127.1	122.6	122.3	121.4	120.7	120.2	114.9	108.5	108.5	
General industrial machinery.....	140.5	142.7	143.5	143.7	146.5	146.5	147.5	149.0	149.8	146.4	146.2	146.0	141.9	135.1	135.1	
Office and store machines and devices.....	92.6	92.8	92.2	92.6	92.9	92.3	92.9	92.4	92.1	92.6	92.7	92.0	89.7	84.0	84.0	
Service-industry and household machines.....	123.4	130.0	129.7	136.5	143.0	146.9	148.4	146.0	149.2	145.4	140.9	136.3	138.1	123.2	123.2	
Miscellaneous machinery parts.....	198.7	199.3	200.4	199.5	200.1	198.3	205.4	210.0	213.4	212.8	212.3	209.5	206.0	185.6	185.6	
Electrical machinery.....	863.0	846.3	876.9	861.4	849.6	838.7	855.1	860.4	878.7	890.0	892.1	891.9	881.6	839.7	750.1	
Electrical generating, transmission, distribution, and industrial apparatus.....	256.6	278.5	276.7	276.0	277.6	270.3	283.1	287.2	289.0	287.8	284.7	275.4	273.7	247.8	247.8	
Electrical appliances.....	30.5	30.2	28.6	28.7	29.4	29.1	29.5	30.4	30.0	29.8	29.8	29.8	29.9	28.2	25.4	
Insulated wire and cable.....	22.1	21.6	21.0	20.4	21.8	22.0	21.8	22.2	22.5	22.9	22.7	22.2	21.6	19.3	19.3	
Electrical equipment for vehicles.....	55.8	55.6	51.3	52.9	54.6	54.3	56.0	59.0	60.9	60.3	58.5	54.9	54.4	47.0	47.0	
Electric lamps.....	22.2	24.4	24.9	24.5	25.4	25.8	25.9	25.9	25.9	25.9	25.8	25.6	23.9	22.5	22.5	
Communication equipment.....	424.6	430.1	422.8	410.8	413.7	408.8	408.8	418.7	426.3	429.5	433.2	435.8	401.6	355.4	355.4	
Miscellaneous electrical products.....	34.5	36.5	36.1	36.3	36.2	35.8	35.3	35.3	35.3	35.4	35.9	37.2	37.8	36.3	32.7	
Transportation equipment.....	1,153.9	1,149.1	1,135.1	1,036.2	1,104.8	1,127.2	1,173.6	1,187.1	1,221.2	1,244.8	1,238.7	1,172.1	1,026.6	1,189.5	1,124.0	
Motor vehicles and equipment.....	611.9	597.4	598.7	573.9	573.9	614.9	615.8	622.9	651.9	675.2	657.7	592.7	439.0	574.2	480.0	
Aircraft and parts.....	367.5	367.0	364.7	358.4	347.5	388.0	398.1	407.1	411.7	416.1	422.1	428.8	451.1	479.3	479.3	
Aircraft.....	212.7	211.5	212.4	212.2	214.2	223.5	229.1	233.5	237.5	240.8	243.7	249.4	258.1	291.5	291.5	
Aircraft engines and parts.....	76.0	77.8	74.5	69.8	68.4	68.4	68.3	68.9	68.2	68.2	68.4	68.5	68.5	80.9	80.9	
Aircraft propellers and parts.....	6.5	6.6	6.6	6.6	6.6	6.6	6.6	6.6	6.6	6.6	6.6	6.6	6.6	12.2	12.2	
Other aircraft parts and equipment.....	72.3	71.1	71.2	70.5	72.2	73.6	77.2	81.1	82.6	83.6	85.1	85.5	87.4	85.7	85.7	
Ship and boat building and repairing.....	118.7	118.8	117.8	119.4	111.1	114.7	113.1	109.8	108.7	120.8	116.3	117.5	118.8	121.4	121.4	
Shipbuilding and repairing.....	102.9	103.0	102.4	103.2	91.4	93.0	90.9	88.1	87.4	100.2	96.2	98.1	99.9	105.1	105.1	
Boatbuilding and repairing.....	15.8	15.8	15.4	16.2	19.7	21.7	22.2	21.7	21.3	20.6	20.1	19.4	18.9	16.3	16.3	
Railroad equipment.....	42.7	43.3	36.4	44.8	45.6	46.7	44.7	44.0	41.5	37.2	33.3	32.2	37.1	36.1	36.1	
Other transportation equipment.....	8.3	8.6	8.6	8.3	8.1	8.4	8.3	8.4	7.7	6.9	7.7	8.5	8.3	7.2	7.2	
Instruments and related products.....	222.0	222.6	225.4	226.1	223.4	227.5	229.8	230.8	231.3	230.5	232.2	231.9	222.3	205.3	205.3	
Laboratory, scientific and engineering instrument.....	36.0	36.2	35.9	35.8	35.7	35.8	36.0	36.0	36.1	36.2	37.4	37.2	35.1	31.8	31.8	
Mechanical measuring and controlling instruments.....	63.4	64.2	64.7	64.4	66.2	66.4	66.8	66.9	67.3	65.9	65.0	64.4	62.4	55.8	55.8	
Optical instruments and lenses.....	12.6	12.4	12.5	12.3	12.7	12.7	12.7	12.5	12.1	12.1	11.5	12.0	10.7	9.4	9.4	
Surgical, medical, and dental instruments.....	30.0	29.8	30.1	30.1	30.4	30.2	30.4	30.2	30.1	29.7	30.0	29.5	28.7	27.3	27.3	
Ophthalmic goods.....	20.0	20.6	21.0	21.1	21.8	21.5	21.7	21.9	22.1	22.3	22.4	22.3	20.6	18.4	18.4	
Photographic apparatus.....	39.4	39.6	39.7	39.1	38.7	38.7	38.7	38.8	39.0	39.6	40.5	40.5	39.3	39.7	39.7	
Watches and clocks.....	21.2	22.6	22.2	20.6	22.5	22.4	23.5	24.2	24.6	24.7	25.4	26.0	25.5	22.9	22.9	
Miscellaneous manufacturing industries.....	409.3	417.4	417.5	410.4	389.1	405.2	397.3	395.1	391.9	387.5	379.1	393.0	414.8	386.6	361.0	
Jewelry, silverware, and plated ware.....	38.1	37.5	37.4	34.3	36.5	36.3	36.5	37.1	36.7	36.6	37.8	38.2	36.1	34.5	34.5	
Musical instruments and parts.....	15.6	15.6	15.7	14.6	15.2	15.3	15.7	16.0	16.2	16.3	16.7	16.7	15.0	13.6	13.6	
Toys and sporting goods.....	88.8	89.1	85.8	80.0	83.5	78.5	73.4	67.2	62.7	59.0	64.6	80.7	70.7	67.5	67.5	
Pens, pencils, other office supplies.....	24.9	24.6	24.5	24.0	23.8	23.6	23.4	23.2	23.1	22.4	22.9	24.1	22.8	22.3	22.3	
Costume jewelry, buttons, notions.....	48.6	48.8	49.0	45.9	47.8	46.8	47.9	50.0	50.0	48.7	49.4	49.9	48.8	46.4	46.4	
Fabricated plastics products.....	74.7	75.1	74.1	71.5	74.8	74.2	74.9	75.0	75.6	75.7	76.3	77.0	72.9	64.8	64.8	
Other manufacturing industries.....	126.7	126.8	123.9	117.8	113.6	122.6	123.3	123.4	122.6	120.4	125.3	128.2	120.3	111.9	111.9	
<i>Nondurable goods</i>																
Food and kindred products.....	1,032.5	1,044.8	1,170.9	1,142.3	1,064.1	1,015.4	967.4	959.5	933.7	938.6	954.0	989.5	1,031.8	1,023.3	1,035.3	
Meat products.....	247.8	248.3	245.8	243.4	241.8	235.7	232.1	233.8	237.2	240.6	244.8	243.6	240.6	243.5	243.5	
Dairy products.....	62.6	65.6	69.0	70.4	70.3	66.7	63.7	66.7	69.6	69.3	60.0	60.8	65.5	66.7	66.7	
Canning and preserving.....	249.0	324.8	297.2	219.3	173.1	150.8	132.0	133.6	134.1	136.5	149.6	177.9	159.2	186.6	186.6	
Grain-mill products.....	75.7	76.2	77.5	78.3	78.6	75.0	74.4	73.9	74.1	74.7	75.2	74.8	77.9	79.5	79.5	
Bakery products.....	164.8	163.8	162.9	165.0	164.4	160.9	161.7	160.8	160.9	160.6	162.7	165.7	162.1	164.9	164.9	
Sugar.....	33.6	22.4	20.6	21.3	20.4	19.8	20.8	19.3	20.3	29.4	35.3	39.0	25.3	25.9	25.9	
Confectionery and related products.....	64.7	62.4	58.9	52.6	55.3	54.8	55.4	57.2	57.8	58.4	62.9	64.0	59.4	61.6	61.6	
Beverages.....	113.9	114.1	115.9	117.8	117.9	112.2	108.9	104.9	103.2	104.1	108.8	113.4	111.8	112.4	112.4	
Miscellaneous food products.....	92.4	93.3	94.5	96.0	95.6	91.5	90.5	89.5	91.4	90.4	92.6	92.6	93.5	94.2	94.2	
Tobacco manufactures.....	80.8	63.6	97.2	81.2	68.7	67.9	68.3	69.1	71.2	76.4	78.2	80.9	82.2	78.9	80.1	
Cigarettes.....	32.8	33.1	33.5	33.4	33.1	32.5	32.6	32.1	32.4	32.5	32.5	32.5	32.5	31.5	31.5	
Cigars.....	24.1	23.8	23.6	22.7	23.8	23.7	24.0	24.1	24.8	23.8	25.6	25.7	25.4	27.4	27.4	
Tobacco and snuff.....	5.0	5.0	5.2	5.2	5.2	5.2	5.3	5.3	5.4	5.3	5.3	5.4	5.4	5.4	5.4	
Tobacco stemming and redrying.....	31.7	35.3	18.9	7.4	5.8	6.9	7.3	9.7	13.8	16.6	17.6	18.3	15.8	15.8	15.8	

See footnotes at end of table.

TABLE A-3. Production or nonsupervisory workers in nonagricultural establishments, by industry<sup>1</sup>—Continued

Industry	1960												1959		Annual average	
	Nov. <sup>2</sup>	Oct. <sup>2</sup>	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1959	1958	
Manufacturing—Continued																
Nondurable goods—Continued																
Textile-mill products.....	831.7	839.3	849.5	858.6	847.8	866.7	862.9	861.4	863.0	859.5	859.7	867.4	875.6	873.9	850.8	
Scouring and combing plants.....		4.6	4.7	4.9	4.9	5.0	4.9	4.8	4.8	5.1	5.1	4.9	4.8	5.0	4.7	
Yarn and thread mills.....		92.8	94.3	96.0	97.7	97.7	97.7	97.7	98.0	98.3	99.0	99.8	100.4	101.5	99.7	
Broad-woven fabric mills.....		351.4	355.8	359.7	360.4	364.7	364.7	366.9	368.5	369.8	370.2	369.9	370.2	370.5	372.4	
Narrow fabrics and smallwares.....		24.7	25.5	25.7	25.1	25.9	25.6	28.2	26.1	26.0	26.1	25.8	25.8	25.9	23.9	
Knitting mills.....		200.8	203.1	205.7	196.6	204.6	200.7	196.7	195.0	191.2	189.7	195.7	203.6	199.7	186.8	
Dyeing and finishing textiles.....		75.3	75.4	76.8	76.7	77.7	77.7	77.8	76.6	77.3	77.4	77.1	77.3	76.6	73.7	
Carpets, rugs, other floor coverings.....		35.9	36.5	36.3	35.9	36.4	37.2	38.0	38.4	39.0	38.8	38.6	38.5	38.9	36.7	
Hats (except cloth and millinery).....		7.8	8.2	8.5	8.6	8.9	8.9	8.3	8.9	8.6	9.1	9.2	8.9	8.9	9.0	
Miscellaneous textile goods.....		46.0	46.0	45.0	44.7	45.8	45.6	45.4	46.7	47.2	46.5	46.4	46.1	46.9	43.9	
Apparel and other finished textile products.....	1,073.9	1,079.6	1,094.5	1,017.3	1,059.7	1,085.3	1,079.1	1,082.4	1,118.2	1,111.1	1,090.8	1,102.5	1,107.0	1,080.0	1,027.0	
Men's and boys' suits and coats.....		102.9	103.5	104.7	97.8	104.7	103.5	102.3	103.1	102.5	102.2	102.4	102.6	99.5	95.0	
Men's and boys' furnishings and work clothing.....		317.6	325.3	327.6	318.0	326.0	322.9	318.8	320.9	319.2	316.2	318.4	321.1	308.5	283.9	
Women's outerwear.....		292.8	299.3	309.1	294.3	293.9	293.0	300.9	322.6	319.8	311.1	313.8	311.3	308.0	302.7	
Women's, children's undergarments.....		106.0	105.6	105.6	100.5	105.2	105.5	107.5	108.9	108.6	106.8	108.7	111.1	106.2	101.9	
Millinery.....		16.5	16.8	17.5	14.7	11.3	13.0	15.9	20.7	20.1	17.1	16.2	15.0	16.3	15.7	
Children's outerwear.....		63.6	64.3	66.2	67.1	67.9	65.5	61.9	66.1	66.2	65.7	64.5	64.8	66.3	65.1	
Fur goods.....		6.5	6.4	6.0	5.7	5.6	5.2	4.9	4.8	5.0	5.0	6.8	7.3	7.1	8.2	
Miscellaneous apparel and accessories.....		55.0	55.3	55.3	51.2	55.7	53.8	54.4	54.1	53.3	51.9	54.8	56.8	54.4	50.9	
Other fabricated textile products.....		118.7	118.0	113.3	110.4	115.0	116.7	115.8	117.0	116.4	114.8	116.9	117.0	113.7	103.6	
Paper and allied products.....	446.4	448.4	452.1	451.3	444.5	451.8	449.2	448.3	446.4	445.8	447.2	450.5	452.3	448.6	439.3	
Pulp, paper, and paperboard mills.....		223.1	225.4	226.4	222.2	225.7	222.8	222.5	221.5	221.6	223.3	222.2	222.2	223.1	220.7	
Paperboard containers and boxes.....		123.6	123.8	122.1	119.8	122.9	121.5	121.3	121.8	121.7	121.4	122.2	122.1	122.9	119.6	
Other paper and allied products.....		101.7	102.9	102.8	102.5	104.1	104.9	104.5	103.1	102.5	102.6	103.1	103.0	102.6	99.0	
Printing, publishing, and allied industries.....	584.9	585.4	578.4	572.7	568.3	571.9	566.8	567.5	567.6	565.1	562.4	570.6	570.2	557.5	545.4	
Newspapers.....		166.9	165.3	164.2	163.7	165.0	164.0	162.9	162.6	161.5	161.5	165.8	163.6	161.0	157.2	
Periodicals.....		28.8	28.5	27.5	26.6	26.8	27.0	27.7	27.6	27.4	27.2	27.6	27.6	26.6	25.5	
Books.....		30.7	30.3	30.7	30.0	37.5	37.4	37.6	37.2	37.0	36.6	36.4	36.3	35.5	33.7	
Commercial printing.....		187.6	187.1	184.8	183.9	184.5	182.5	184.6	185.4	184.4	185.0	185.4	184.4	180.2	177.5	
Lithographing.....		52.9	52.7	52.1	51.8	52.0	51.8	52.1	51.5	50.7	49.9	50.3	51.5	50.1	49.7	
Greeting cards.....		17.7	16.6	16.4	16.0	16.6	14.6	14.5	14.0	13.7	13.5	13.4	16.7	15.0	14.2	
Bookbinding and related industries.....		37.1	37.8	38.0	37.5	38.0	37.7	37.6	37.6	37.2	36.4	36.8	36.7	36.3	35.0	
Miscellaneous publishing and printing services.....		54.7	51.1	51.0	50.8	51.5	51.8	50.5	51.7	53.2	53.1	53.3	53.5	52.8	52.6	
Chemicals and allied products.....	536.5	540.5	537.4	537.6	536.9	540.4	546.7	551.0	540.5	537.3	535.9	537.1	539.0	539.9	512.2	
Industrial inorganic chemicals.....		69.4	69.4	69.9	69.5	69.5	69.2	69.3	68.7	68.8	69.1	69.6	69.7	68.4	67.3	
Industrial organic chemicals.....		207.6	207.1	210.3	211.3	211.1	210.0	208.9	208.7	207.7	208.0	206.8	206.9	203.3	191.8	
Drugs and medicines.....		56.8	57.2	57.9	58.3	57.5	56.6	56.7	57.3	57.0	57.6	57.3	56.9	57.1	57.6	
Soap, cleaning and polishing preparations.....		32.4	32.5	32.2	31.7	31.3	30.8	30.8	30.7	30.4	30.2	30.2	30.1	30.3	30.1	
Paints, pigments, and fillers.....		45.4	46.1	46.9	46.7	46.6	46.3	46.1	45.7	45.9	45.3	45.8	45.8	45.4	43.7	
Gum and wood chemicals.....		6.3	6.3	6.4	6.4	6.4	6.4	6.4	6.3	6.5	6.4	6.4	6.3	6.3	6.4	
Fertilizers.....		24.7	23.7	21.6	21.6	25.8	24.1	28.7	29.5	27.4	26.3	24.9	24.0	26.9	26.1	
Vegetable and animal oils and fats.....		29.4	26.6	24.1	23.8	23.9	24.9	26.5	26.6	27.4	27.9	29.4	30.4	27.2	26.1	
Miscellaneous chemicals.....		68.5	68.5	68.3	67.6	68.3	68.4	67.6	67.0	66.2	65.1	66.7	68.9	66.0	63.1	
Products of petroleum and coal.....	147.9	149.9	150.5	153.5	153.2	155.6	154.9	154.4	154.2	154.9	154.1	154.5	153.7	155.4	157.0	
Petroleum refining.....		114.1	115.1	116.7	117.0	117.6	116.7	116.3	116.4	117.1	116.4	116.4	114.9	118.4	121.2	
Coke, other petroleum and coal products.....		35.8	35.4	36.8	36.2	38.0	38.2	38.1	37.8	37.8	37.7	38.1	38.8	37.0	35.8	
Rubber products.....	195.6	198.1	197.8	196.1	191.7	197.9	197.6	200.7	207.5	208.6	208.0	208.0	209.1	199.4	186.0	
Tires and inner tubes.....		74.1	74.5	75.7	75.9	76.6	77.0	78.1	78.8	77.4	77.9	78.1	79.0	74.6	74.7	
Rubber footwear.....		18.5	18.5	18.2	17.6	18.2	18.1	18.5	18.9	19.0	19.0	19.4	19.6	17.9	16.7	
Other rubber products.....		105.5	104.8	102.2	98.2	103.1	102.5	104.1	109.8	112.2	111.1	110.5	110.5	106.9	94.6	
Leather and leather products.....	318.7	318.1	321.2	331.0	322.2	323.2	315.2	316.9	328.1	328.8	329.0	331.5	331.0	331.6	317.7	
Leather: tanned, curried, and finished.....		30.0	30.1	30.4	29.9	30.2	29.7	29.8	30.1	30.3	31.3	31.5	31.7	32.8	33.7	
Industrial leather belting and packing.....		3.6	3.6	3.5	3.2	3.2	3.1	3.3	3.7	3.9	3.9	3.8	3.9	3.8	3.1	
Boot and shoe cut stock and findings.....		16.1	16.0	17.2	17.3	17.3	16.6	16.6	17.5	17.9	18.1	17.4	17.4	17.4	16.2	
Footwear (except rubber).....		211.4	215.4	222.8	218.9	218.9	212.3	213.7	220.6	221.7	223.6	224.0	224.4	223.7	213.8	
Luggage.....		14.3	14.1	15.0	14.1	13.8	13.1	13.5	13.3	12.8	12.6	12.8	13.2	13.0	12.5	
Handbags and small leather goods.....		29.4	28.2	28.0	25.9	26.0	26.0	26.5	29.2	29.1	27.7	28.3	29.5	27.3	26.1	
Gloves and miscellaneous leather goods.....		13.3	13.8	14.1	12.9	13.8	14.0	13.7	13.7	12.9	11.8	13.7	14.9	13.6	12.3	

See footnotes at end of table.

TABLE A-3. Production or nonsupervisory workers in nonagricultural establishments, by industry<sup>1</sup>—Continued

(In thousands)

Industry	1960												1959		Annual average	
	Nov. <sup>1</sup>	Oct. <sup>2</sup>	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1959	1958	
<b>Transportation and public utilities:</b>																
Other public utilities.....	532	538	540	544	537	529	530	524	530	530	532	533	534	537		
Gas and electric utilities.....	510.9	517.0	517.9	522.1	515.7	508.0	508.9	503.7	509.4	509.9	511.3	512.8	513.0	516.4		
Electric light and power utilities.....	217.7	220.7	223.2	224.4	221.6	218.2	218.9	219.1	219.3	219.8	220.3	220.8	221.8	223.2		
Gas utilities.....	139.0	140.7	137.2	140.2	139.0	136.9	137.6	137.6	137.8	137.6	137.9	138.2	138.0	137.5		
Electric light and gas utilities combined.....	164.2	155.6	157.5	157.5	155.1	152.9	152.4	147.0	152.3	152.5	153.1	153.8	153.2	155.7		
Local utilities, not elsewhere classified.....	21.1	21.4	21.7	21.7	21.1	20.9	20.9	20.6	20.3	20.2	20.4	20.5	20.6	20.4		
<b>Wholesale and retail trade:</b>																
Wholesale trade.....	2,713	2,704	2,705	2,693	2,687	2,670	2,679	2,671	2,674	2,674	2,721	2,709	2,651	2,622		
Wholesalers, full-service and limited-function.....	1,627.5	1,628.9	1,632.7	1,625.1	1,621.8	1,606.3	1,612.6	1,604.9	1,607.9	1,608.5	1,643.0	1,633.1	1,588.8	1,536.7		
Automotive.....	122.3	122.9	123.5	123.2	122.3	121.0	120.5	120.0	120.1	119.9	121.3	120.9	117.5	110.0		
Groceries, food specialties, beer, wines, and liquors.....	281.7	279.9	279.6	280.4	278.9	277.9	279.8	282.2	281.0	282.9	287.2	287.2	276.9	272.2		
Electrical goods, machinery, hardware, and plumbing equipment.....	387.4	390.1	393.8	394.7	394.0	392.4	392.6	392.2	392.0	391.2	394.8	394.6	388.1	382.1		
Other full-service and limited-function wholesalers.....	836.1	836.0	835.8	826.8	826.6	815.0	819.7	810.5	814.8	814.5	839.7	830.4	806.3	772.4		
Wholesale distributors, other.....	1,085.7	1,074.7	1,072.2	1,067.7	1,065.4	1,063.7	1,066.7	1,066.0	1,066.5	1,065.8	1,078.1	1,075.9	1,061.8	1,084.9		
<b>Retail trade:</b>																
General merchandise stores.....	1,446.5	1,395.2	1,344.5	1,328.4	1,359.5	1,362.4	1,407.7	1,301.6	1,299.7	1,362.4	1,919.3	1,525.8	1,383.6	1,334.7		
Department stores and general mail-order houses.....	919.5	876.6	847.2	842.9	861.3	859.4	872.0	820.7	826.4	871.0	1,219.3	981.1	882.6	855.9		
Other general merchandise stores.....	527.0	518.6	497.3	485.5	498.2	503.0	535.7	480.9	473.3	491.4	700.0	544.7	501.0	478.8		
Food and liquor stores.....	1,509.3	1,497.7	1,496.0	1,518.4	1,513.4	1,508.6	1,512.6	1,499.9	1,500.3	1,496.4	1,532.9	1,516.0	1,485.3	1,483.2		
Grocery, meat, and vegetable markets.....	1,139.2	1,122.3	1,114.1	1,131.3	1,129.0	1,126.2	1,127.8	1,128.1	1,123.9	1,125.1	1,145.3	1,136.8	1,102.0	1,078.7		
Dairy-product stores and dealers.....	179.2	188.4	193.7	194.7	192.4	188.7	185.8	173.0	181.2	181.4	184.7	184.0	180.1	198.5		
Other food and liquor stores.....	190.9	187.0	188.2	192.4	192.0	193.7	199.0	190.2	195.2	189.9	203.5	195.2	193.2	206.0		
Automotive and accessories dealers.....	716.6	717.4	723.1	728.1	729.4	722.5	720.0	705.9	705.1	704.3	720.5	708.8	699.8	677.2		
Apparel and accessories stores.....	576.8	562.5	529.5	542.8	571.7	570.2	623.8	530.1	530.2	556.4	692.0	583.1	554.7	542.0		
Other retail trade (except eating and drinking places).....	2,128.1	2,134.6	2,131.6	2,139.7	2,129.0	2,095.4	2,096.5	2,064.5	2,068.7	2,083.8	2,196.9	2,131.1	2,090.3	2,056.7		
Furniture and appliance stores.....	361.9	358.0	356.3	357.9	356.9	358.7	358.4	356.7	358.6	359.5	379.0	367.8	356.5	354.3		
Drug stores.....	386.3	385.7	378.1	377.9	378.2	371.6	375.4	363.1	361.8	368.4	393.3	369.1	357.7	357.0		

<sup>1</sup> For comparability of data with those published in issues prior to August 1958 and coverage of the series, see footnote 1, table A-2.

Production and related workers include working foremen and all nonsupervisory workers (including leadmen and trainees) engaged in fabricating, processing, assembling, inspection, receiving, storage, handling, packing, ware-

housing, shipping, maintenance, repair, janitorial, watchman services, product development, auxiliary production for plant's own use (e.g., power plant), and recordkeeping and other services closely associated with the aforementioned production operations.

<sup>2</sup> Preliminary.

TABLE A-4. Unemployment insurance and employment service programs, selected operations <sup>1</sup>

[All items except average benefit amounts are in thousands]

Item	1960										1959		
	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.
<b>Employment service: <sup>2</sup></b>													
New applications for work.....	858	811	839	788	1,008	811	762	836	828	875	707	823	762
Nonfarm placements.....	517	584	556	491	637	534	511	450	412	418	432	465	556
<b>State unemployment insurance programs:</b>													
Initial claims <sup>3</sup> .....	1,393	1,206	1,407	1,426	1,197	1,162	1,232	1,387	1,265	1,621	1,645	1,501	1,197
Insured unemployment <sup>4</sup> (average weekly volume).....	1,678	1,898	1,657	1,656	1,588	1,682	1,939	2,209	2,157	2,180	1,841	1,677	1,309
Rate of insured unemployment <sup>5</sup> .....	4.2	4.0	4.2	4.3	4.0	4.3	4.9	5.7	5.5	5.6	4.8	4.4	3.4
Weeks of unemployment compensated <sup>6</sup> .....	5,861	6,238	6,435	5,548	6,365	6,570	7,527	9,114	7,893	7,621	7,108	5,398	4,620
Average weekly benefit amount for total unemployment <sup>7</sup> .....	\$33.73	\$33.54	\$32.96	\$32.37	\$32.33	\$32.24	\$32.50	\$32.39	\$32.26	\$31.90	\$31.91	\$32.21	\$30.81
Total benefits paid.....	\$189,891	\$201,805	\$206,276	\$183,775	\$198,938	\$204,883	\$237,301	\$287,142	\$247,835	\$235,202	\$219,466	\$168,344	\$136,856
<b>Unemployment compensation for ex-servicemen: <sup>8</sup></b>													
Initial claims <sup>3</sup> .....	29	27	32	30	27	22	23	29	27	31	31	28	27
Insured unemployment <sup>4</sup> (average weekly volume).....	50	49	52	49	45	45	54	61	61	61	53	48	41
Weeks of unemployment compensated.....	190	210	223	180	195	197	230	272	247	241	229	175	160
Total benefits paid.....	\$5,870	\$6,445	\$6,850	\$5,470	\$5,957	\$6,004	\$7,032	\$8,345	\$7,670	\$7,427	\$6,966	\$5,297	\$4,825
<b>Unemployment compensation for Federal civilian employees: <sup>9</sup></b>													
Initial claims <sup>3</sup> .....	14	12	13	15	12	12	11	12	13	17	14	14	13
Insured unemployment <sup>4</sup> (average weekly volume).....	30	28	30	30	29	30	33	38	39	38	33	31	28
Weeks of unemployment compensated.....	115	120	130	107	128	126	144	173	159	146	144	117	112
Total benefits paid.....	\$3,934	\$4,059	\$4,418	\$3,546	\$4,352	\$4,205	\$4,799	\$5,730	\$5,265	\$4,820	\$4,713	\$3,815	\$3,568
<b>Railroad unemployment insurance:</b>													
Applications <sup>10</sup> .....	20	99	31	81	6	5	6	59	6	12	15	21	22
Insured unemployment (average weekly volume).....	82	107	65	61	39	45	54	63	69	78	105	93	97
Number of payments <sup>11</sup> .....	192	227	152	97	104	104	133	164	159	184	190	201	223
Average amount of benefit payment <sup>12</sup> .....	\$77.50	\$80.90	\$78.72	\$75.74	\$71.08	\$72.19	\$74.56	\$77.35	\$79.10	\$80.57	\$80.82	\$80.61	\$83.50
Total benefits paid <sup>13</sup> .....	\$15,222	\$18,532	\$12,139	\$7,434	\$7,502	\$7,909	\$10,414	\$13,374	\$13,754	\$16,582	\$19,206	\$21,693	\$25,810
<b>All programs: <sup>14</sup></b>													
Insured unemployment <sup>4</sup> .....	1,839	1,781	1,804	1,826	1,700	1,801	2,078	2,370	2,326	2,359	2,008	1,853	1,479

<sup>1</sup> Data relate to the United States (including Alaska and Hawaii), except where otherwise indicated.<sup>2</sup> Includes Guam, Puerto Rico, and the Virgin Islands.<sup>3</sup> Initial claims are notices filed by workers to indicate they are starting periods of unemployment. Excludes transitional claims.<sup>4</sup> Includes Puerto Rico and the Virgin Islands.<sup>5</sup> Number of workers reporting the completion of at least 1 week of unemployment.<sup>6</sup> The rate is the number of insured unemployed expressed as a percent of the average covered employment in a 12-month period.<sup>7</sup> Includes data for the Federal civilian employee program through June 1959.<sup>8</sup> Includes data for the Federal civilian employee program for the period October 1958-June 1959.<sup>9</sup> Excludes data on claims and payments made jointly with other programs.<sup>10</sup> Excludes data on claims and payments made jointly with State programs.<sup>11</sup> An application for benefits is filed by a railroad worker at the beginning of his first period of unemployment in a benefit year; no application is required for subsequent periods in the same year.<sup>12</sup> Payments are for unemployment in 14-day registration periods.<sup>13</sup> The average amount is an average for all compensable periods, not adjusted for recovery of overpayments or settlement of underpayments.<sup>14</sup> Adjusted for recovery of overpayments and settlement of underpayments.<sup>15</sup> Represents an unduplicated count of insured unemployment under the State, Ex-servicemen and UCFE programs, the Railroad Unemployment Insurance Act, and the Veterans' Readjustment Assistance Act of 1952 (not presented separately in table), which terminated January 31, 1960.

Source: U.S. Department of Labor, Bureau of Employment Security for all items except railroad unemployment insurance, which is prepared by the U.S. Railroad Retirement Board.

## B.—Labor Turnover

TABLE B-1. Labor turnover rates, by major industry group<sup>1</sup>

[Per 100 employees]

Major industry group	1960										1959			Annual average	
	Oct. <sup>2</sup>	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	1959	1958
Accessions: Total <sup>3</sup>															
Manufacturing.....	2.6	3.8	3.8	2.9	3.9	3.2	2.8	2.7	2.9	3.6	3.8	3.0	3.1	3.6	3.0
Durable goods.....	2.7	4.2	4.1	2.9	3.8	3.2	2.8	2.7	2.9	3.8	4.7	3.2	3.1	3.8	3.2
Ordnance and accessories.....	3.8	3.3	2.7	2.2	3.2	2.1	1.9	2.1	2.2	2.4	2.2	2.8	2.7	2.8	2.8
Lumber and wood products.....	3.3	4.1	4.4	4.2	8.3	6.9	6.6	3.7	3.5	3.6	2.4	3.1	3.6	4.7	4.1
Furniture and fixtures.....	2.7	3.5	5.3	3.5	4.0	4.0	3.5	3.3	3.3	3.9	2.9	3.0	3.8	4.0	3.4
Stone, clay, and glass products.....	2.2	2.9	3.2	2.6	3.3	2.8	2.8	2.3	2.5	2.6	1.9	2.8	2.5	3.1	2.9
Primary metal industries.....	2.2	2.9	3.0	2.3	2.4	1.8	1.6	1.7	2.2	2.7	2.7	2.2	2.2	2.9	2.8
Fabricated metal products.....	2.7	4.3	5.5	2.9	3.9	3.9	3.2	3.0	3.6	5.0	6.3	5.8	3.2	4.4	3.6
Machinery (except electrical).....	1.9	2.6	2.5	2.3	3.1	2.3	1.9	2.3	2.6	3.3	3.1	2.7	2.4	3.2	2.5
Electrical machinery.....	2.8	3.5	3.4	2.7	3.8	2.8	2.1	2.5	2.7	3.1	2.9	3.1	3.3	3.6	2.8
Transportation equipment.....	3.8	8.2	6.3	3.1	3.5	3.3	3.1	3.1	3.3	5.2	11.8	3.3	3.6	4.5	4.0
Instruments and related products.....	1.4	1.8	2.9	1.6	3.0	2.0	1.8	1.7	2.2	1.9	1.4	2.2	2.5	2.5	1.8
Miscellaneous manufacturing.....	3.6	5.5	5.6	4.8	5.2	4.9	4.8	5.1	4.2	5.8	2.6	2.8	4.7	4.8	4.0
Nondurable goods.....	2.4	3.1	3.3	2.9	4.1	3.3	2.8	2.6	2.8	3.1	2.1	2.6	2.9	3.1	2.7
Food and kindred products.....	3.5	4.5	4.0	3.9	5.4	4.6	4.4	3.1	3.3	3.9	2.7	3.8	3.9	4.1	3.5
Tobacco manufactures.....	1.4	1.8	2.6	1.5	1.7	2.5	1.3	1.4	1.4	1.4	.6	1.1	1.9	1.8	1.6
Textile-mill products.....	2.4	2.8	3.5	2.9	3.5	3.3	2.8	3.1	3.0	3.2	2.1	2.5	3.0	3.2	3.0
Apparel and other finished textile products.....	2.4	3.9	4.2	3.8	4.2	4.0	3.4	3.4	4.0	4.4	2.2	3.1	4.1	4.2	3.4
Paper and allied products.....	1.9	2.6	3.4	2.8	4.0	2.5	2.2	2.1	2.2	2.3	1.7	1.8	2.2	2.6	2.1
Chemicals and allied products.....	1.3	1.8	1.8	1.6	3.3	1.7	1.4	1.6	1.7	1.6	1.2	1.3	1.6	1.8	1.3
Products of petroleum and coal.....	.7	.9	1.1	.8	1.8	1.2	.7	.8	.6	.6	.4	.5	.7	1.0	.7
Rubber products.....	2.1	2.9	3.6	1.9	3.1	2.7	1.7	1.5	2.3	2.7	2.0	1.8	2.4	2.7	2.6
Leather and leather products.....	3.4	3.7	4.2	4.0	6.1	5.1	3.0	3.1	3.3	4.2	3.6	4.7	3.5	4.1	3.3
Nonmanufacturing:															
Metal mining.....	1.6	3.4	2.7	2.8	4.0	3.6	6.0	3.9	2.4	3.6	2.9	2.1	2.7	2.7	2.6
Anthracite mining.....	1.5	2.4	1.5	1.8	1.0	1.1	1.1	1.0	.7	1.8	.9	1.8	2.4	1.6	1.6
Bituminous coal mining.....	1.1	1.2	2.7	1.0	.9	1.0	1.2	.9	1.3	1.7	4.1	8.8	1.5	2.3	1.2
Accessions: New hires															
Manufacturing.....	1.4	1.9	1.9	1.7	2.3	1.7	1.4	1.5	1.7	1.9	1.3	1.5	2.0	2.0	1.3
Durable goods.....	1.4	1.8	1.8	1.5	2.1	1.6	1.4	1.4	1.7	1.9	1.3	1.4	2.0	2.0	1.3
Ordnance and accessories.....	2.2	1.9	1.7	1.6	1.6	1.4	1.2	1.5	1.6	1.5	1.5	2.1	2.1	1.9	1.7
Lumber and wood products.....	2.7	3.6	3.6	3.8	6.3	5.5	3.7	2.6	2.4	2.3	1.7	2.3	2.9	3.7	2.7
Furniture and fixtures.....	1.7	2.7	4.4	2.7	2.7	2.6	2.1	2.3	2.2	2.4	1.5	2.0	3.0	2.8	1.7
Stone, clay, and glass products.....	1.0	1.3	1.4	1.3	2.1	1.5	1.2	1.2	1.3	1.2	.8	1.0	2.0	1.8	.9
Primary metal industries.....	.5	.6	.4	.7	.6	.6	.6	.8	1.2	1.4	1.0	.9	1.2	1.5	.5
Fabricated metal products.....	1.3	1.9	2.0	1.4	2.0	1.7	1.4	1.5	2.0	2.4	1.8	1.4	1.8	2.1	1.4
Machinery (except electrical).....	.9	1.2	1.3	1.1	1.7	1.2	1.1	1.4	1.6	1.8	1.1	1.3	1.6	1.8	.9
Electrical machinery.....	1.7	2.2	1.8	1.4	2.1	1.3	1.0	1.4	1.7	1.8	1.4	1.8	2.3	2.2	1.4
Transportation equipment.....	1.7	1.9	1.6	1.1	1.4	1.2	1.1	.9	1.6	2.0	1.5	.9	1.6	1.5	1.3
Instruments and related products.....	.9	1.2	1.7	1.2	2.3	1.3	1.4	1.2	1.6	1.3	1.1	1.5	2.0	1.9	.9
Miscellaneous manufacturing.....	2.3	3.9	4.2	3.2	3.5	2.6	2.3	2.5	2.5	2.8	1.4	1.9	3.5	3.0	1.9
Nondurable goods.....	1.5	2.0	2.1	1.9	2.7	1.9	1.6	1.5	1.7	1.7	1.2	1.5	2.0	2.0	1.3
Food and kindred products.....	2.0	2.5	2.3	2.3	3.1	2.2	1.7	1.4	1.5	1.6	1.1	1.9	2.3	2.0	1.5
Tobacco manufactures.....	.9	1.2	1.2	.7	1.0	1.3	.6	.5	.7	.7	.3	.7	1.2	1.1	.8
Textile-mill products.....	1.4	1.8	2.2	1.9	2.4	2.0	1.7	1.7	1.8	1.7	1.2	1.5	2.0	2.1	1.5
Apparel and other finished textile products.....	1.7	2.9	3.2	2.9	2.9	2.8	2.6	2.6	2.7	2.9	1.5	2.3	3.0	3.0	1.8
Paper and allied products.....	1.2	1.8	1.7	1.7	3.0	1.8	1.5	1.3	1.5	1.5	1.0	1.3	1.8	1.9	1.3
Chemicals and allied products.....	.8	1.4	1.2	1.2	2.6	1.2	1.0	1.1	1.2	1.0	.7	.9	1.3	1.3	.8
Products of petroleum and coal.....	.5	.6	.6	.6	1.3	.8	.5	.4	.3	.2	.2	.3	.6	.6	.3
Rubber products.....	.8	1.7	1.4	.8	1.2	.7	.5	.6	1.3	1.6	.9	1.0	1.7	1.7	.8
Leather and leather products.....	2.1	2.5	2.8	2.9	4.0	2.6	1.6	1.6	1.7	2.5	1.9	2.0	2.1	2.6	1.7
Nonmanufacturing:															
Metal mining.....	1.1	1.7	1.2	1.7	2.6	2.2	2.4	1.7	1.1	1.6	1.1	1.1	1.5	1.4	.7
Anthracite mining.....	.3	.9	.2	.5	.1	.1	.2	.2	.2	.3	.5	1.2	1.0	.3	.4
Bituminous coal mining.....	.6	.4	.5	.4	.5	.5	.4	.3	.5	.4	.3	.5	.6	.4	.3

See footnotes at end of table.

TABLE B-1. Labor turnover rates, by major industry group <sup>1</sup>—Continued

[Per 100 employees]

Major industry group	1960											1959		Annual average	
	Oct. <sup>1</sup>	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	1959	1958
	Separations: Total <sup>2</sup>														
Manufacturing.....	3.7	4.4	4.3	3.6	3.3	3.3	3.6	3.7	3.0	2.9	3.1	4.1	4.7	3.4	3.6
Durable goods.....	3.9	4.6	4.6	4.0	3.7	3.5	3.9	4.1	3.1	2.8	3.1	4.5	5.3	3.5	3.9
Ordinance and accessories.....	2.5	4.1	2.2	2.5	2.8	2.2	3.1	2.2	1.7	2.1	1.4	1.7	2.3	2.3	2.9
Lumber and wood products.....	5.0	6.6	5.7	4.6	4.2	3.9	4.9	5.3	3.4	3.9	4.6	5.1	5.0	4.6	4.2
Furniture and fixtures.....	4.8	4.7	4.1	3.7	3.3	3.5	4.2	3.6	3.8	3.9	3.1	3.5	4.8	3.7	3.7
Stone, clay, and glass products.....	3.1	4.3	3.6	3.2	3.5	2.8	3.1	3.6	2.6	2.8	2.9	2.7	3.4	2.8	3.5
Primary metal industries.....	4.6	4.6	4.5	4.4	4.4	4.4	3.6	3.5	2.2	1.8	2.0	2.5	3.3	2.3	3.3
Fabricated metal products.....	4.8	5.0	5.0	4.9	4.0	3.4	4.4	5.1	3.9	3.1	3.0	5.6	9.1	4.3	4.3
Machinery (except electrical).....	3.1	4.1	3.8	3.0	3.3	3.1	3.2	2.9	2.4	2.2	2.2	3.0	3.7	2.7	3.3
Electrical machinery.....	3.8	4.8	7.4	6.1	4.2	3.8	4.8	5.4	3.9	3.0	3.8	9.5	8.9	5.2	5.1
Transportation equipment.....	2.0	3.3	2.8	2.2	2.2	2.3	2.1	1.9	2.1	1.8	2.0	2.1	2.9	2.1	2.4
Instruments and related products.....	5.3	5.3	5.0	3.6	4.0	3.9	4.9	4.3	3.9	4.3	7.9	6.6	5.1	4.7	4.7
Miscellaneous manufacturing.....															
Nondurable goods <sup>4</sup> .....	3.2	4.2	3.6	3.0	2.6	2.9	3.1	3.0	2.8	3.0	2.9	3.2	3.5	3.0	3.0
Food and kindred products.....	3.6	5.2	4.5	3.6	3.1	3.7	3.6	4.1	3.5	4.1	4.1	4.4	4.9	4.0	3.5
Tobacco manufactures.....	1.7	1.9	2.3	2.1	1.8	1.6	1.7	2.0	1.9	2.7	1.9	1.3	1.7	1.9	2.1
Textile-mill products.....	3.7	4.5	4.0	3.4	2.8	2.9	3.5	2.9	3.0	3.1	3.3	3.3	4.0	3.3	3.4
Apparel and other finished textile products.....	4.1	4.4	4.4	4.2	3.0	4.0	4.0	3.6	3.3	4.0	3.3	3.8	4.0	3.8	3.8
Paper and allied products.....	2.7	4.2	2.9	2.3	2.3	2.3	2.2	2.4	2.3	2.6	2.4	2.6	2.8	2.6	2.4
Chemical and allied products.....	1.5	3.2	2.0	1.4	1.4	1.3	1.5	1.4	1.2	1.6	1.5	1.6	1.7	1.6	1.8
Products of petroleum and coal.....	1.9	2.6	1.4	1.6	1.1	.9	1.1	.9	.7	1.0	1.0	1.3	1.1	1.1	1.3
Rubber products.....	3.4	3.3	3.1	2.3	2.6	2.7	3.8	4.1	2.8	2.4	2.8	3.6	2.7	2.8	2.7
Leather and leather products.....	4.7	4.8	4.8	3.4	3.3	4.2	4.6	4.8	4.2	3.7	3.3	3.8	5.2	3.9	3.7
Nonmanufacturing.....															
Metal mining.....	2.0	4.3	3.7	3.3	3.2	2.7	2.6	3.1	1.7	2.2	2.2	2.2	1.8	2.6	3.9
Anthracite mining.....	2.9	1.8	7.7	3.8	3.1	3.2	1.1	1.3	2.2	2.7	2.5	1.3	2.9	4.3	4.3
Bituminous coal mining.....	2.2	1.8	3.3	10.0	3.1	4.0	3.8	1.9	1.3	1.5	1.7	2.1	1.4	2.6	2.5
	Separations: Quits														
Manufacturing.....	1.0	1.9	1.5	1.1	1.1	1.1	1.1	1.0	1.0	1.0	0.9	1.0	1.4	1.3	0.9
Durable goods.....	.9	1.7	1.3	1.0	1.0	1.0	1.0	.9	.9	.9	.8	.9	1.3	1.2	.8
Ordinance and accessories.....	.8	1.9	1.1	.9	.8	.8	1.0	.8	.8	.9	.7	.7	1.0	1.1	.8
Lumber and wood products.....	1.6	4.0	3.1	2.4	2.4	2.2	2.3	1.8	1.5	1.4	1.4	1.8	2.4	2.3	1.7
Furniture and fixtures.....	1.4	2.5	2.3	1.6	1.5	1.7	1.9	1.4	1.4	1.5	1.0	1.3	2.0	1.7	1.1
Stone, clay, and glass products.....	.7	1.6	1.1	.8	.8	.8	.7	.7	.7	.7	.5	.7	1.0	.9	.7
Primary metal industries.....	.3	.7	.5	.4	.5	.5	.5	.5	.5	.6	.7	.8	.7	.7	.4
Fabricated metal products.....	.9	1.6	1.2	.8	.9	1.0	1.0	.9	.9	1.0	.7	.8	1.1	1.1	.8
Machinery (except electrical).....	.6	1.2	.9	.7	.8	.8	.9	.8	.7	.7	.6	.7	.9	.9	.6
Electrical machinery.....	1.2	1.8	1.2	.9	1.0	1.0	1.0	1.1	1.0	1.1	1.0	1.1	1.4	1.3	.9
Transportation equipment.....	.8	1.2	.9	.8	.9	.8	.8	.7	.8	.8	.7	.7	1.0	1.0	.8
Instruments and related products.....	1.0	1.7	1.2	.8	.9	.8	.9	.8	.9	.8	.7	.8	1.4	1.0	.7
Miscellaneous manufacturing.....	1.6	3.0	2.4	1.8	1.6	1.5	1.6	1.5	1.4	1.5	1.1	1.5	2.4	1.8	1.2
Nondurable goods <sup>4</sup> .....	1.2	2.3	1.8	1.4	1.3	1.3	1.3	1.2	1.1	1.2	1.0	1.2	1.5	1.4	1.0
Food and kindred products.....	1.1	2.1	1.6	1.1	1.1	1.1	1.0	.9	1.0	1.0	.8	1.0	1.4	1.2	.9
Tobacco manufactures.....	.9	1.2	1.2	1.2	1.0	.9	.9	.8	.9	1.2	.7	.8	1.2	1.1	.9
Textile-mill products.....	1.4	2.2	2.1	1.7	1.6	1.6	1.7	1.4	1.3	1.4	1.1	1.4	1.8	1.6	1.2
Apparel and other finished textile products.....	2.2	3.0	3.2	2.8	2.1	2.6	2.4	2.3	2.2	2.3	1.8	2.2	2.8	2.5	1.7
Paper and allied products.....	.9	2.5	1.5	.9	1.0	1.0	.9	.8	.8	.9	.7	.9	1.2	1.2	.8
Chemicals and allied products.....	.6	1.9	1.0	.6	.6	.6	.6	.5	.5	.6	.4	.5	.7	.7	.5
Products of petroleum and coal.....	.3	1.1	.6	.3	.3	.3	.3	.3	.2	.3	.2	.3	.4	.4	.3
Rubber products.....	.6	1.1	.9	.7	.8	.8	.7	.7	.8	.8	.7	.7	1.0	.9	.6
Leather and leather products.....	1.9	3.0	3.0	2.2	2.2	2.0	1.9	1.6	1.7	1.8	1.4	1.7	2.0	2.1	1.5
Nonmanufacturing.....															
Metal mining.....	.7	1.8	1.6	1.6	1.2	1.6	1.7	2.1	.9	.9	1.0	.9	1.0	1.4	1.2
Anthracite mining.....	.5	.2	.1	.5	.7	.7	.3	.3	.2	(9)	.2	.2	.4	.3	.5
Bituminous coal mining.....	.3	.4	.3	.4	.2	.3	.3	.2	.2	.3	.3	.4	.5	.3	.3

See footnotes at end of table.

TABLE B-1. Labor turnover rates, by major industry group <sup>1</sup>—Continued

[Per 100 employees]

Major industry group	1960										1959			Annual average	
	Oct. <sup>1</sup>	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	1959	1958
	Separations: Layoffs														
Manufacturing.....	2.2	2.0	2.2	2.0	1.7	1.6	2.0	2.2	1.5	1.3	1.7	2.6	2.8	1.6	2.3
Durable goods.....	2.5	2.2	2.7	2.5	2.1	1.9	2.3	2.6	1.6	1.3	1.8	3.1	3.5	1.8	2.6
Ordnance and accessories.....	1.1	1.5	.7	1.3	1.5	1.1	1.7	1.0	.5	.7	.4	.7	.8	.7	1.8
Lumber and wood products.....	3.0	1.9	1.9	1.5	1.2	1.1	1.9	2.8	1.5	1.9	2.7	2.7	1.9	1.7	2.1
Furniture and fixtures.....	2.8	1.5	1.2	1.5	1.2	1.1	1.7	1.7	1.9	1.9	1.6	1.7	2.1	1.4	2.2
Stone, clay, and glass products.....	1.8	2.2	1.3	1.9	2.2	1.5	1.8	2.4	1.4	1.5	2.1	1.6	1.9	1.4	2.5
Primary metal industries.....	3.8	3.3	3.5	3.4	3.4	3.4	2.5	2.4	1.2	.8	.9	1.3	2.1	1.0	2.6
Fabricated metal products.....	3.4	2.8	3.2	3.5	2.5	1.8	2.9	3.7	2.4	1.6	1.8	4.3	7.3	2.7	3.1
Machinery (except electrical).....	2.1	2.3	2.4	1.8	1.9	1.8	1.8	1.6	1.1	1.0	1.1	1.9	2.2	1.2	2.4
Electrical machinery.....	1.4	1.0	1.1	1.1	1.4	1.4	1.9	2.3	1.3	1.1	1.1	1.0	1.3	.9	1.8
Transportation equipment.....	2.5	2.8	5.8	4.7	2.7	2.4	3.4	4.0	2.4	1.7	2.5	8.2	7.3	3.6	3.8
Instruments and related products.....	.7	1.2	1.1	1.0	1.8	1.0	.8	.7	.8	.7	.9	.9	1.0	.6	1.3
Miscellaneous manufacturing.....	3.1	1.4	1.7	1.2	1.6	1.7	2.7	2.2	1.9	2.2	6.4	4.7	2.0	2.3	3.1
Nondurable goods <sup>2</sup> .....	1.6	1.4	1.2	1.1	.8	1.1	1.4	1.4	1.2	1.3	1.6	1.6	1.5	1.2	1.7
Food and kindred products.....	1.9	2.6	2.4	2.0	1.6	2.1	2.1	2.7	2.3	2.6	3.0	3.0	3.0	2.4	2.5
Tobacco manufactures.....	.4	.4	.6	.7	.2	.4	.5	.8	.7	1.2	.9	.3	.1	.5	.9
Textile-mill products.....	1.9	1.7	1.4	1.2	.8	.9	1.4	1.0	1.3	1.2	1.7	1.5	1.6	1.2	1.8
Apparel and other finished textile products.....	1.7	1.0	.8	.8	.6	1.0	1.1	.9	.7	1.2	1.1	1.1	.6	.9	1.8
Paper and allied products.....	1.3	1.0	.8	.8	.7	.8	.8	1.0	1.0	1.2	1.2	1.2	1.1	.9	1.3
Chemicals and allied products.....	.6	.8	.5	.4	.4	.4	.6	.5	.4	.6	.7	.8	.6	.5	1.0
Products of petroleum and coal.....	1.1	.9	.5	.8	.4	.3	.5	.3	.2	.5	.4	.7	.5	.4	.6
Rubber products.....	2.4	1.7	1.7	1.2	1.3	1.5	2.7	2.9	1.6	1.1	1.7	2.5	1.2	1.1	1.8
Leather and leather products.....	2.4	1.1	1.1	.7	.7	1.6	2.1	2.6	1.7	1.2	1.3	1.4	2.6	1.2	1.8
Nonmanufacturing.....	.7	1.6	1.0	1.1	.3	.2	.2	.5	.3	.7	.4	.9	.3	.6	2.2
Metal mining.....	1.3	.6	6.1	1.9	1.9	1.6	1.8	.2	.6	.8	( <sup>3</sup> )	1.8	.3	1.7	3.7
Bituminous coal mining.....	1.5	1.0	2.6	8.7	2.6	3.5	3.1	1.4	.8	.9	1.1	1.5	.7	3.1	2.0

<sup>1</sup> Month-to-month changes in total employment in manufacturing and nonmanufacturing industries as indicated by labor turnover rates are not comparable with the changes shown by the Bureau's employment series for the following reasons:

(1) The labor turnover series measures changes during the calendar month, while the employment series measures changes from midmonth to midmonth;

(2) Industry coverage is not identical, as the printing and publishing industry and some seasonal industries are excluded from turnover;

(3) Turnover rates tend to be understated because small firms are not as prominent in the turnover sample as in the employment sample; and

(4) Reports from plants affected by work stoppages are excluded from the

turnover series, but the employment series reflects the influence of such stoppages.

<sup>2</sup> Preliminary.

<sup>3</sup> Beginning with January 1959, transfers between establishments of the same firm are included in total accessions and total separations; therefore, rates for these items are not strictly comparable with prior data. Transfers comprise part of other accessions and other separations, the rates for which are not shown separately.

<sup>4</sup> Excludes the printing, publishing, and allied industries group, and the following industries: Canning and preserving; women's, misses', and children's outerwear; and fertilizer.

<sup>5</sup> Less than 0.05.

## C.—Earnings and Hours

TABLE C-1. Gross hours and earnings of production workers,<sup>1</sup> by industry

Industry	1960											1959			Annual average	
	Oct. <sup>2</sup>	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	1959	1958	
	Average weekly earnings															
<b>Mining</b>	\$108.14	\$107.47	\$108.67	\$111.22	\$110.83	\$110.70	\$111.38	\$110.96	\$108.13	\$111.11	\$114.51	\$109.80	\$108.92	\$107.73	\$100.10	
<b>Metal</b>	110.16	112.74	111.49	111.37	110.27	114.01	113.58	111.30	107.71	113.05	111.41	108.84	99.38	103.31	98.22	
Iron	108.90	115.95	113.88	117.67	110.98	130.22	120.80	115.60	115.96	122.40	118.98	119.00	86.34	107.34	100.27	
Copper	116.42	116.75	116.24	112.14	115.46	114.66	114.66	114.66	103.94	111.87	110.32	105.64	110.53	106.17	94.62	
Lead and zinc	86.56	87.17	88.62	91.66	95.04	94.58	93.71	92.52	92.62	94.71	94.58	93.20	92.39	90.63	85.93	
Anthracite	95.22	84.39	94.26	93.50	93.23	82.29	80.88	99.91	78.16	88.09	94.73	93.84	82.50	84.98	76.01	
Bituminous coal	110.51	108.23	114.10	121.60	121.60	119.03	122.30	127.25	121.97	127.32	135.38	118.14	123.55	118.30	102.38	
Crude-petroleum and natural-gas production																
Petroleum and natural-gas production (except contract services)	116.16	116.44	112.44	116.16	113.52	116.03	115.18	113.52	112.12	116.72	113.81	117.83	113.12	114.93	109.75	
Nonmetallic mining and quarrying	101.91	101.66	102.37	102.60	101.70	98.78	98.55	92.89	91.46	92.38	96.13	95.90	97.90	95.48	89.63	
<b>Contract construction</b>	125.50	123.13	124.31	123.61	121.18	119.59	119.19	115.50	113.75	113.72	117.81	113.88	117.66	114.82	110.47	
Nonbuilding construction	128.95	126.42	126.90	124.91	121.06	118.03	117.96	116.91	111.16	108.00	113.47	110.87	117.74	113.24	109.47	
Highway and street construction	121.72	123.98	124.29	122.36	117.43	111.90	112.36	105.66	101.01	96.75	103.88	104.80	113.03	108.09	104.14	
Other nonbuilding construction	131.73	128.88	129.97	127.80	125.15	123.86	123.51	124.26	117.56	115.30	107.87	116.74	123.01	118.40	114.26	
Building construction	124.81	122.40	123.68	123.68	121.24	119.91	119.19	114.22	114.87	119.13	114.14	117.72	115.28	110.67		
General contractors	114.98	112.73	113.52	113.77	111.13	110.26	109.60	104.83	104.31	104.88	108.78	103.93	109.55	106.39	102.53	
Special-trade contractors	129.56	127.44	128.82	128.83	126.09	124.93	124.67	120.74	119.71	119.72	124.53	120.04	122.38	120.27	115.28	
Plumbing and heating	137.52	134.61	138.58	135.20	134.87	132.65	131.98	130.27	128.43	129.83	133.32	129.08	130.79	128.56	123.23	
Painting and decorating	122.45	119.70	119.65	120.70	118.62	116.60	115.88	113.91	110.22	111.89	115.87	113.86	115.17	113.40	107.95	
Electrical work	152.48	151.70	151.32	150.93	149.38	148.23	147.07	146.69	144.77	146.30	148.19	142.51	144.38	142.08	135.97	
Other special-trade contractors	123.57	121.80	124.55	124.21	121.41	119.70	118.99	112.53	112.53	111.54	118.27	113.23	116.49	113.80	109.31	
	Average weekly hours															
<b>Mining</b>	40.2	40.1	40.7	41.8	41.2	41.0	41.1	40.8	39.9	40.7	42.1	40.7	41.1	40.5	39.1	
<b>Metal</b>	40.5	41.6	41.6	41.4	41.3	42.7	42.7	42.0	40.8	42.5	42.2	41.7	40.4	40.2	38.8	
Iron	38.0	40.4	40.1	41.0	38.4	41.6	41.8	40.3	40.4	42.5	41.6	41.9	30.4	37.4	36.2	
Copper	42.8	43.4	43.7	42.0	43.9	44.1	44.1	44.1	40.6	43.7	45.4	44.2	45.3	42.3	39.1	
Lead and zinc	37.8	37.9	38.7	40.2	41.5	41.3	41.1	40.4	40.8	41.0	41.3	40.7	40.7	40.1	39.6	
Anthracite	34.5	30.8	34.4	34.0	33.9	29.6	29.2	36.2	27.2	31.8	34.2	34.0	30.0	30.9	28.9	
Bituminous coal	33.9	33.2	35.0	37.3	37.1	36.4	37.4	38.8	37.3	38.7	40.9	35.8	37.9	36.4	33.9	
Crude-petroleum and natural-gas production																
Petroleum and natural-gas production (except contract services)	40.9	41.0	40.3	40.9	40.4	41.0	40.7	40.4	39.9	41.1	40.5	41.2	40.4	40.9	40.8	
Nonmetallic mining and quarrying	44.5	44.2	44.9	45.0	45.2	43.9	43.8	41.1	41.2	41.8	43.3	43.2	44.3	43.8	43.3	
<b>Contract construction</b>	37.8	37.2	37.9	37.8	37.4	36.9	36.9	35.0	35.0	35.1	36.7	35.7	37.0	36.8	36.7	
Nonbuilding construction	42.7	42.0	42.3	42.2	41.6	40.7	41.1	39.1	38.2	37.5	39.4	38.9	40.6	40.3	40.1	
Highway and street construction	44.0	43.5	43.6	43.7	42.7	41.6	42.4	39.0	38.7	37.5	39.2	39.4	41.1	41.1	41.0	
Other nonbuilding construction	41.3	40.4	41.0	40.7	40.5	39.7	40.1	39.2	37.8	37.5	39.5	38.4	40.2	39.6	39.4	
Building construction	36.6	36.0	36.7	36.7	36.3	35.9	35.9	34.2	34.3	34.6	36.1	34.8	36.0	35.8	35.7	
General contractors	36.5	35.9	36.5	36.7	36.2	35.8	35.9	33.6	34.2	34.5	34.9	34.9	35.9	35.7	35.6	
Special-trade contractors	36.6	36.0	36.7	36.6	36.3	35.9	35.9	34.4	34.4	34.6	36.2	35.1	36.1	35.0	35.8	
Plumbing and heating	38.2	37.6	38.3	38.3	38.1	37.8	37.6	36.8	36.8	37.2	38.2	37.2	37.5	37.7	37.8	
Painting and decorating	35.7	35.0	35.4	35.5	35.2	34.6	34.4	33.8	32.9	33.4	34.9	34.4	34.9	35.0	34.6	
Electrical work	38.7	38.7	38.9	38.7	38.7	38.5	38.3	38.1	37.8	38.4	39.1	37.8	38.5	38.4	38.3	
Other special-trade contractors	35.8	35.1	36.1	35.9	35.5	35.0	35.1	32.8	33.0	33.0	35.2	33.9	35.3	34.8	34.7	
	Average hourly earnings															
<b>Mining</b>	\$2.69	\$2.68	\$2.67	\$2.68	\$2.69	\$2.70	\$2.71	\$2.72	\$2.71	\$2.73	\$2.72	\$2.70	\$2.65	\$2.66	\$2.56	
<b>Metal</b>	2.72	2.71	2.68	2.69	2.67	2.67	2.66	2.65	2.64	2.66	2.64	2.61	2.46	2.57	2.48	
Iron	2.85	2.87	2.84	2.87	2.89	2.89	2.89	2.87	2.87	2.88	2.86	2.84	2.84	2.87	2.77	
Copper	2.72	2.69	2.66	2.67	2.63	2.62	2.60	2.60	2.56	2.56	2.43	2.39	2.44	2.51	2.42	
Lead and zinc	2.29	2.30	2.29	2.28	2.29	2.29	2.28	2.27	2.27	2.31	2.29	2.27	2.27	2.26	2.17	
Anthracite	2.76	2.74	2.74	2.75	2.75	2.78	2.77	2.76	2.80	2.77	2.76	2.76	2.76	2.75	2.63	
Bituminous coal	3.26	3.26	3.26	3.26	3.28	3.27	3.27	3.28	3.27	3.29	3.31	3.30	3.26	3.25	3.02	
Crude-petroleum and natural-gas production																
Petroleum and natural-gas production (except contract services)	2.84	2.84	2.79	2.84	2.81	2.83	2.83	2.81	2.81	2.84	2.81	2.86	2.80	2.81	2.69	
Nonmetallic mining and quarrying	2.29	2.30	2.28	2.28	2.25	2.25	2.25	2.26	2.22	2.21	2.22	2.22	2.21	2.18	2.07	
<b>Contract construction</b>	3.32	3.31	3.28	3.27	3.24	3.24	3.23	3.30	3.25	3.24	3.21	3.19	3.18	3.12	3.01	
Nonbuilding construction	3.02	3.01	3.00	2.96	2.91	2.90	2.87	2.99	2.91	2.88	2.88	2.85	2.90	2.81	2.73	
Highway and street construction	2.88	2.85	2.85	2.80	2.75	2.69	2.65	2.71	2.61	2.58	2.65	2.66	2.75	2.63	2.54	
Other nonbuilding construction	3.19	3.19	3.17	3.14	3.09	3.12	3.08	3.17	3.11	3.08	3.06	3.04	3.06	2.99	2.90	
Building construction	3.41	3.40	3.37	3.37	3.34	3.34	3.32	3.38	3.33	3.32	3.30	3.28	3.27	3.22	3.10	
General contractors	3.15	3.14	3.11	3.10	3.07	3.08	3.05	3.12	3.08	3.04	3.03	3.03	3.06	2.98	2.88	
Special-trade contractors	3.54	3.54	3.51	3.52	3.49	3.48	3.47	3.51	3.48	3.46	3.44	3.42	3.39	3.45	3.32	
Plumbing and heating	3.60	3.58	3.54	3.53	3.54	3.51	3.51	3.54	3.49	3.49	3.49	3.49	3.47	3.46	3.41	
Painting and decorating	3.43	3.42	3.38	3.40	3.37	3.37	3.36	3.37	3.35	3.35	3.32	3.31	3.30	3.24	3.12	
Electrical work	3.94	3.92	3.89	3.90	3.86	3.85	3.84	3.85	3.83	3.81	3.79	3.77	3.75	3.70	3.55	
Other special-trade contractors	3.46	3.47	3.45	3.46	3.42	3.42	3.39	3.44	3.41	3.38	3.36	3.34	3.30	3.27	3.15	

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,<sup>1</sup> by industry—Continued

Industry	1960										1959			Annual average	
	Oct. <sup>1</sup>	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	1959	1958
Average weekly earnings															
<b>Manufacturing</b> .....	\$91.08	\$91.08	\$90.35	\$91.14	\$91.60	\$91.37	\$89.60	\$90.91	\$91.14	\$92.29	\$92.16	\$88.98	\$89.06	\$89.47	\$83.50
Durable goods.....	98.65	98.15	97.20	97.76	98.98	98.58	97.36	98.74	98.98	100.86	99.87	95.44	96.52	97.10	90.06
Nondurable goods.....	81.51	81.72	81.77	82.37	82.16	81.35	79.82	79.93	79.95	80.77	81.19	80.39	79.79	79.60	75.27
<i>Durable goods</i>															
Ordnance and accessories.....	107.87	108.14	105.60	105.20	107.30	107.79	106.49	108.73	107.68	108.21	109.10	106.97	106.55	105.06	101.43
Lumber and wood products.....	82.37	84.19	81.97	81.35	83.94	81.40	80.29	77.60	78.01	77.03	80.40	80.60	82.42	79.70	75.41
Sawmills and planing mills.....	77.81	80.00	80.00	79.00	81.18	78.94	77.93	75.27	75.25	75.83	78.14	78.18	79.37	77.74	73.23
Millwork, plywood, and prefabricated structural wood products.....	82.99	82.56	84.00	82.89	83.37	84.42	82.97	81.95	81.95	82.58	83.42	83.82	84.86	84.05	79.38
Wooden containers.....	61.14	59.37	60.74	63.14	62.42	62.47	60.70	59.10	59.25	59.50	60.09	59.35	61.35	59.79	56.88
Miscellaneous wood products.....	69.02	69.19	68.45	68.61	70.55	69.29	68.04	68.38	66.99	67.32	67.32	67.08	67.40	66.42	63.52
Furniture and fixtures.....	75.74	75.74	75.89	74.40	74.77	74.19	73.82	72.73	74.56	74.56	77.33	75.21	76.49	74.44	70.31
Household furniture.....	71.28	71.46	71.23	69.30	69.83	69.65	69.83	67.94	70.35	70.35	73.92	72.21	73.85	70.93	66.76
Office, public-building, and professional furniture.....	89.19	88.58	89.03	88.40	88.40	87.54	86.88	87.74	86.92	87.97	88.83	82.99	86.11	85.49	79.79
Partitions, shelving, lockers, and fixtures.....	95.83	95.20	97.27	97.08	96.76	94.60	92.10	93.26	92.80	93.73	96.05	94.06	91.94	91.66	85.97
Screens, blinds, and miscellaneous furniture and fixtures.....	80.15	77.20	77.76	76.57	77.36	76.76	72.91	74.80	75.22	74.82	75.33	73.23	74.93	73.93	71.56
Average weekly hours															
<b>Manufacturing</b> .....	39.6	39.6	39.8	39.8	40.0	39.9	39.3	39.7	39.8	40.3	40.6	39.9	40.3	40.3	39.2
Durable goods.....	40.1	39.9	40.0	39.9	40.4	40.4	39.9	40.3	40.4	41.0	41.1	40.1	40.9	40.8	39.5
Nondurable goods.....	39.0	39.1	39.5	39.6	39.5	39.3	38.6	38.8	39.0	39.4	39.8	39.6	39.5	39.6	38.8
<i>Durable goods</i>															
Ordnance and accessories.....	40.4	40.5	40.0	40.0	40.8	41.3	40.8	41.5	41.1	41.3	41.8	41.3	41.3	41.2	40.9
Lumber and wood products.....	39.6	39.9	39.6	39.3	40.5	40.1	39.9	38.8	39.4	39.3	40.2	40.1	40.8	40.5	39.9
Sawmills and planing mills.....	39.7	40.2	40.2	39.9	41.0	40.9	40.6	39.0	39.4	39.7	40.7	40.3	40.7	40.7	39.8
Millwork, plywood, and prefabricated structural wood products.....	39.9	39.5	40.0	39.1	39.7	40.2	39.7	39.4	39.4	39.7	40.3	40.3	40.8	41.0	40.5
Wooden containers.....	39.7	38.3	39.7	41.0	40.8	41.1	40.2	39.4	39.5	40.2	40.8	40.1	40.9	40.4	39.5
Miscellaneous wood products.....	40.6	40.7	40.5	40.6	41.5	41.0	40.5	40.7	40.6	40.8	40.8	40.9	41.1	41.0	40.2
Furniture and fixtures.....	40.5	40.5	40.8	40.0	40.2	40.1	39.9	39.1	40.3	40.3	41.8	41.1	41.8	40.9	39.5
Household furniture.....	40.5	40.6	40.7	39.6	39.9	39.8	39.9	38.6	40.2	40.2	42.0	41.8	42.2	41.0	39.5
Office, public-building, and professional furniture.....	41.1	41.2	41.8	41.8	41.8	41.1	40.6	41.0	41.0	41.3	41.9	39.9	41.4	41.1	39.8
Partitions, shelving, lockers, and fixtures.....	39.6	39.5	40.7	40.7	41.0	40.6	39.7	40.2	40.0	40.4	41.4	40.8	40.5	40.2	38.9
Screens, blinds, and miscellaneous furniture and fixtures.....	41.1	40.0	40.5	40.3	40.5	40.4	39.2	40.0	39.8	39.8	40.5	39.8	40.5	40.4	40.2
Average hourly earnings															
<b>Manufacturing</b> .....	\$2.30	\$2.30	\$2.27	\$2.29	\$2.29	\$2.29	\$2.28	\$2.29	\$2.29	\$2.29	\$2.27	\$2.23	\$2.21	\$2.22	\$2.13
Durable goods.....	2.46	2.46	2.43	2.45	2.45	2.44	2.24	2.45	2.45	2.46	2.43	2.38	2.36	2.38	2.28
Nondurable goods.....	2.09	2.09	2.07	2.08	2.08	2.07	2.06	2.06	2.05	2.05	2.04	2.03	2.02	2.01	1.94
<i>Durable goods</i>															
Ordnance and accessories.....	2.67	2.67	2.64	2.63	2.63	2.61	2.61	2.62	2.62	2.62	2.61	2.59	2.58	2.55	2.48
Lumber and wood products.....	2.08	2.11	2.07	2.07	2.07	2.03	2.01	2.00	1.98	1.96	2.00	2.01	2.02	1.97	1.89
Sawmills and planing mills.....	1.96	1.99	1.99	1.98	1.98	1.93	1.92	1.93	1.91	1.91	1.92	1.94	1.95	1.91	1.84
Millwork, plywood, and prefabricated structural wood products.....	2.08	2.09	2.10	2.12	2.10	2.10	2.09	2.08	2.08	2.08	2.07	2.08	2.08	2.05	1.96
Wooden containers.....	1.54	1.55	1.53	1.54	1.53	1.52	1.51	1.50	1.50	1.48	1.48	1.48	1.50	1.48	1.44
Miscellaneous wood products.....	1.70	1.70	1.69	1.69	1.70	1.69	1.69	1.68	1.65	1.65	1.65	1.64	1.64	1.62	1.58
Furniture and fixtures.....	1.87	1.87	1.86	1.86	1.86	1.85	1.85	1.86	1.85	1.85	1.85	1.83	1.83	1.82	1.79
Household furniture.....	1.76	1.76	1.75	1.75	1.75	1.75	1.75	1.76	1.75	1.75	1.76	1.74	1.75	1.73	1.69
Office, public-building, and professional furniture.....	2.17	2.15	2.13	2.13	2.13	2.13	2.14	2.14	2.12	2.13	2.12	2.08	2.08	2.08	2.02
Partitions, shelving, lockers, and fixtures.....	2.42	2.41	2.39	2.40	2.36	2.33	2.32	2.32	2.32	2.32	2.32	2.32	2.27	2.28	2.21
Screens, blinds, and miscellaneous furniture and fixtures.....	1.95	1.93	1.92	1.90	1.91	1.90	1.86	1.87	1.89	1.88	1.86	1.84	1.85	1.83	1.78

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,<sup>1</sup> by industry—Continued

Industry	1960										1959			Annual average	
	Oct. 1	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	1959	1958
	Average weekly earnings														
Manufacturing—Continued															
Durable goods—Continued															
Stone, clay, and glass products.....	\$94.07	\$92.75	\$93.89	\$93.02	\$93.07	\$92.84	\$91.08	\$90.57	\$90.85	\$91.30	\$92.25	\$91.39	\$91.88	\$90.83	\$84.80
Flat glass.....	132.29	126.54	125.42	124.26	125.29	124.07	123.78	124.74	123.48	126.80	127.39	127.58	130.00	113.46	113.10
Glass and glassware, pressed or blown.....	92.34	91.25	92.86	91.54	92.86	93.15	89.47	91.88	90.63	89.95	88.93	88.65	88.15	88.13	85.75
Glass products made of purchased glass.....	79.10	78.34	74.48	74.84	73.71	72.95	71.82	70.50	71.62	70.87	75.14	74.21	74.56	73.45	71.65
Cement, hydraulic.....	104.34	105.18	103.57	106.71	105.63	104.14	101.18	97.66	98.15	100.04	101.02	103.25	99.96	98.98	92.92
Structural clay products.....	82.21	81.60	83.64	82.22	83.43	83.23	83.03	79.78	80.19	80.40	82.21	81.61	80.99	80.39	75.25
Pottery and related products.....	83.98	80.41	83.28	79.21	82.46	81.70	81.75	81.79	80.30	80.14	82.60	80.98	81.87	79.80	73.24
Concrete, gypsum, and plaster products.....	95.26	95.48	96.36	95.26	94.60	93.74	92.02	87.08	89.03	88.83	91.14	90.93	93.72	91.96	86.43
Cut-stone and stone products.....	78.47	76.73	78.62	75.89	77.27	78.81	77.61	72.30	75.14	75.48	76.96	75.26	77.75	75.44	73.31
Miscellaneous nonmetallic mineral products.....	97.77	97.53	98.49	97.20	96.96	97.44	95.84	98.29	98.29	99.01	98.53	95.24	95.94	96.93	87.96
Primary metal industries.....	106.60	106.78	106.68	108.75	109.70	109.70	112.29	114.29	115.26	117.96	117.14	107.86	108.74	112.72	100.97
Blast furnaces, steel works, and rolling mills.....	109.93	110.60	110.53	113.83	115.74	116.21	122.22	122.89	123.60	128.54	127.72	113.10	116.66	122.28	108.00
Iron and steel foundries.....	95.51	95.76	95.98	97.61	97.61	96.61	95.48	99.00	99.25	100.35	99.29	94.28	96.14	97.44	85.93
Primary smelting and refining of nonferrous metals.....	110.29	111.51	110.43	109.74	108.24	108.47	112.25	108.05	107.04	108.62	105.86	108.92	108.83	105.93	99.05
Secondary smelting and refining of nonferrous metals.....	95.44	95.20	94.40	94.00	93.67	95.06	94.77	95.06	94.66	95.76	96.05	96.29	95.68	94.16	88.84
Rolling, drawing, and alloying of nonferrous metals.....	110.42	110.15	109.89	111.78	110.83	108.54	106.53	107.87	108.54	109.20	110.92	109.45	109.45	110.62	100.90
Nonferrous foundries.....	102.36	101.96	101.96	101.81	101.91	101.60	97.32	100.60	101.00	113.16	102.92	100.61	103.58	100.28	93.06
Miscellaneous primary metal industries.....	109.42	109.42	108.47	109.57	109.85	110.12	110.40	115.08	117.88	118.72	117.32	107.96	108.81	113.85	102.31
Average weekly hours															
Stone, clay, and glass products.....	40.9	40.5	41.0	40.8	41.0	40.9	40.3	39.9	40.2	40.4	41.0	40.8	41.2	41.1	40.0
Flat glass.....	41.6	40.3	40.2	39.7	39.9	39.8	39.8	39.6	39.2	40.0	40.7	40.5	41.4	41.6	38.6
Glass and glassware, pressed or blown.....	39.8	39.5	40.2	39.8	40.2	40.5	38.9	40.3	40.1	39.8	39.7	39.4	39.9	39.7	39.7
Glass products made of purchased glass.....	41.2	40.8	39.2	39.6	39.0	38.6	38.0	37.3	38.3	37.9	40.4	39.9	40.3	39.7	39.1
Cement, hydraulic.....	40.6	40.3	40.3	41.2	41.1	41.0	40.8	39.7	39.9	40.5	40.9	41.3	40.8	40.9	40.4
Structural clay products.....	40.3	40.0	41.0	40.5	41.3	41.0	40.7	39.3	39.7	40.0	40.7	40.6	40.7	40.6	39.4
Pottery and related products.....	38.7	37.4	38.2	36.5	38.0	38.0	38.2	38.4	37.7	37.1	38.6	38.2	38.8	38.0	35.9
Concrete, gypsum, and plaster products.....	43.3	43.4	44.0	44.1	44.0	43.4	42.8	40.5	41.8	42.3	43.4	43.3	44.0	44.0	43.0
Cut-stone and stone products.....	41.3	40.6	41.6	40.8	41.1	41.7	41.5	38.2	40.4	40.8	41.6	40.9	41.8	41.0	40.5
Miscellaneous nonmetallic mineral products.....	40.4	40.3	40.7	40.5	40.4	40.6	40.1	41.3	41.3	41.6	41.4	40.7	41.0	41.6	39.8
Primary metal industries.....	37.9	38.0	38.1	38.7	38.9	38.9	39.4	40.1	40.3	41.1	41.1	38.8	39.9	40.4	38.1
Blast furnaces, steel works, and rolling mills.....	38.4	36.5	36.6	37.2	37.7	38.1	39.3	39.9	40.0	41.2	41.2	37.7	38.0	39.7	37.5
Iron and steel foundries.....	37.9	38.0	38.7	39.2	39.2	38.8	38.5	39.6	39.7	40.3	40.2	38.8	39.4	40.1	37.2
Primary smelting and refining of nonferrous metals.....	41.0	41.3	40.9	41.1	41.0	41.4	42.2	41.4	40.7	41.3	40.1	41.1	40.8	40.9	40.1
Secondary smelting and refining of nonferrous metals.....	40.1	40.0	40.0	40.0	40.2	40.8	40.5	40.8	40.8	41.1	41.4	41.5	41.6	41.3	40.2
Rolling, drawing, and alloying of nonferrous metals.....	40.3	40.2	40.4	41.4	41.2	40.5	39.9	40.4	40.5	40.9	41.7	41.3	41.3	41.9	40.2
Nonferrous foundries.....	40.3	40.3	40.3	40.4	40.6	40.6	39.4	40.4	40.4	41.1	41.5	40.9	41.6	41.1	39.6
Miscellaneous primary metal industries.....	39.5	39.5	39.3	39.7	39.8	39.9	40.0	41.1	41.8	42.1	41.9	39.4	40.3	41.4	39.2
Average hourly earnings															
Stone, clay, and glass products.....	\$2.30	\$2.29	\$2.29	\$2.28	\$2.27	\$2.27	\$2.26	\$2.27	\$2.26	\$2.26	\$2.25	\$2.24	\$2.23	\$2.21	\$2.12
Flat glass.....	3.18	3.14	3.12	3.13	3.14	3.14	3.11	3.15	3.15	3.17	3.13	3.13	3.14	3.16	2.93
Glass and glassware, pressed or blown.....	2.32	2.31	2.31	2.30	2.31	2.30	2.30	2.28	2.26	2.26	2.24	2.25	2.21	2.22	2.16
Glass products made of purchased glass.....	1.92	1.92	1.90	1.89	1.89	1.89	1.89	1.89	1.87	1.87	1.86	1.86	1.85	1.85	1.83
Cement, hydraulic.....	2.57	2.61	2.57	2.59	2.57	2.54	2.48	2.46	2.46	2.47	2.47	2.50	2.45	2.42	2.30
Structural clay products.....	2.04	2.04	2.04	2.03	2.02	2.03	2.04	2.03	2.02	2.01	2.02	2.01	1.99	1.98	1.91
Pottery and related products.....	2.17	2.15	2.18	2.17	2.17	2.15	2.14	2.13	2.13	2.16	2.14	2.12	2.11	2.10	2.04
Concrete, gypsum, and plaster products.....	2.20	2.20	2.19	2.16	2.15	2.16	2.15	2.15	2.13	2.10	2.10	2.10	2.13	2.09	2.01
Cut-stone and stone products.....	1.90	1.89	1.89	1.86	1.88	1.89	1.87	1.89	1.86	1.85	1.85	1.84	1.86	1.84	1.81
Miscellaneous nonmetallic mineral products.....	2.42	2.42	2.42	2.40	2.40	2.40	2.39	2.38	2.38	2.38	2.38	2.34	2.34	2.33	2.21
Primary metal industries.....	2.81	2.81	2.80	2.81	2.82	2.82	2.85	2.85	2.86	2.87	2.85	2.78	2.65	2.70	2.65
Blast furnaces, steel works, and rolling mills.....	3.02	3.03	3.02	3.06	3.07	3.05	3.11	3.08	3.09	3.12	3.10	3.00	3.07	3.08	2.88
Iron and steel foundries.....	2.52	2.52	2.48	2.49	2.49	2.49	2.48	2.50	2.50	2.49	2.47	2.43	2.44	2.43	2.31
Primary smelting and refining of nonferrous metals.....	2.69	2.70	2.70	2.67	2.64	2.62	2.66	2.61	2.63	2.63	2.64	2.65	2.66	2.59	2.47
Secondary smelting and refining of nonferrous metals.....	2.38	2.38	2.36	2.35	2.33	2.33	2.34	2.33	2.32	2.33	2.32	2.32	2.30	2.28	2.21
Rolling, drawing, and alloying of nonferrous metals.....	2.74	2.74	2.72	2.70	2.69	2.68	2.67	2.67	2.68	2.67	2.66	2.65	2.65	2.64	2.51
Nonferrous foundries.....	2.54	2.53	2.53	2.52	2.51	2.50	2.47	2.49	2.50	2.51	2.48	2.46	2.49	2.44	2.35
Miscellaneous primary metal industries.....	2.77	2.77	2.76	2.76	2.76	2.76	2.78	2.80	2.82	2.82	2.80	2.74	2.70	2.75	2.61

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,<sup>1</sup> by industry—Continued

Industry	1960											1959			Annual average	
	Oct. <sup>2</sup>	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.		Dec.	Nov.	Oct.	1959	1958
<b>Manufacturing—Continued</b>																
Average weekly earnings																
<i>Durable goods—Continued</i>																
Fabricated metal products.....	\$100.28	\$100.94	\$100.45	\$99.63	\$100.21	\$99.96	\$96.56	\$98.42	\$98.42	\$100.94	\$99.77	\$94.64	\$96.76	\$97.41	\$90.80	\$90.80
Tin cans and other tinware.....	114.80	115.79	119.26	119.94	118.40	116.47	111.66	108.94	108.40	111.25	112.70	110.24	108.24	112.36	104.42	104.42
Cutlery, handtools, and hardware.....	95.58	94.56	94.77	93.83	93.60	93.90	90.85	92.63	91.31	98.00	96.79	88.91	91.02	92.25	86.15	86.15
Heating apparatus (except electric) and plumbers' supplies.....	92.67	93.30	93.38	92.51	92.98	92.28	89.71	91.42	91.42	91.34	92.34	90.02	92.63	91.83	87.91	87.91
Fabricated structural metal products.....	101.68	102.18	101.84	102.26	102.09	100.86	98.74	97.60	97.51	98.25	98.58	94.62	96.56	96.72	93.43	93.43
Metal stamping, coating, and engraving.....	106.30	109.62	107.17	103.97	107.33	108.00	102.21	105.57	107.78	111.54	107.70	99.14	103.07	102.58	92.63	92.63
Lighting fixtures.....	94.30	93.79	89.24	87.02	91.05	89.60	86.02	88.44	88.62	90.72	90.39	84.77	87.72	87.72	80.17	80.17
Fabricated wire products.....	89.89	90.12	89.60	88.75	88.75	89.38	87.91	90.32	90.94	93.56	93.83	89.95	89.01	89.60	83.74	83.74
Miscellaneous fabricated metal products.....	96.48	94.64	95.91	95.20	95.68	95.75	93.77	98.20	98.95	98.77	98.00	93.00	96.28	97.44	88.53	88.53
Machinery (except electrical).....	104.23	103.57	103.68	105.11	105.88	106.14	104.04	105.47	104.55	105.32	105.92	102.82	103.82	103.25	94.25	94.25
Engines and turbines.....	112.82	113.08	114.90	112.33	114.26	113.15	108.35	112.20	110.02	113.01	112.48	110.16	109.76	110.42	102.26	102.26
Agricultural machinery and tractors.....	104.54	104.66	104.12	102.43	102.80	102.91	102.80	102.82	100.75	103.74	102.82	100.49	102.31	104.09	95.69	95.69
Construction and mining machinery.....	101.75	100.86	100.84	102.00	102.77	102.47	101.05	100.65	99.15	100.10	101.09	97.81	99.14	101.35	91.89	91.89
Metalworking machinery.....	110.98	109.62	110.84	118.30	122.24	123.36	120.37	123.76	120.50	119.35	118.48	115.72	115.02	114.06	101.38	101.38
Special-industry machinery (except metalworking machinery).....	101.50	101.02	101.46	102.37	102.61	102.12	99.66	102.43	101.28	101.58	101.81	100.25	101.39	98.05	89.55	89.55
General industrial machinery.....	102.21	102.72	103.22	102.66	103.91	103.16	101.34	101.84	100.85	101.84	105.00	102.18	101.76	100.94	93.06	93.06
Office and store machines and devices.....	106.60	105.30	101.63	105.88	103.42	103.28	101.20	103.12	102.36	102.87	102.56	102.41	101.00	98.89	93.30	93.30
Service-industry and household machines.....	98.46	98.46	96.87	96.62	98.65	96.14	98.00	96.62	96.29	98.74	102.51	93.65	98.25	97.20	90.68	90.68
Miscellaneous machinery parts.....	101.45	101.20	100.65	100.25	101.25	100.85	98.70	100.85	102.69	102.59	102.67	99.88	101.84	101.43	92.73	92.73
Average weekly hours																
Fabricated metal products.....	40.6	40.7	41.0	40.5	40.9	40.8	39.9	40.5	40.5	41.2	41.4	40.1	41.0	41.1	40.0	40.0
Tin cans and other tinware.....	41.0	41.8	42.9	43.3	42.9	42.2	40.9	40.2	40.0	40.9	42.3	41.6	41.0	42.4	41.6	41.6
Cutlery, handtools, and hardware.....	40.5	39.9	40.5	40.1	40.0	40.3	39.5	40.1	39.7	41.7	41.9	40.6	41.0	41.0	39.7	39.7
Heating apparatus (except electric) and plumbers' supplies.....	39.1	39.2	39.4	39.2	39.4	39.1	38.5	38.9	38.9	39.2	39.8	38.8	40.1	40.1	39.6	39.6
Fabricated structural metal products.....	41.0	41.2	41.4	41.4	41.5	41.0	40.3	40.0	39.8	40.1	40.4	39.1	40.4	40.3	40.1	40.1
Metal stamping, coating, and engraving.....	41.2	42.0	41.7	40.3	41.6	41.7	40.4	41.4	42.1	42.9	42.4	40.8	41.9	41.7	40.1	40.1
Lighting fixtures.....	41.0	40.6	40.2	39.2	40.3	40.0	39.1	40.2	40.1	40.5	40.9	39.8	40.8	40.8	39.3	39.3
Fabricated wire products.....	39.6	39.7	40.0	39.8	39.8	39.9	39.6	40.5	40.6	41.4	41.7	40.7	41.4	41.1	39.5	39.5
Miscellaneous fabricated metal products.....	40.2	39.6	40.3	40.0	40.2	40.4	39.9	41.3	41.4	41.5	41.7	40.3	41.5	42.0	39.7	39.7
Machinery (except electrical).....	40.4	40.3	40.5	40.9	41.2	41.3	40.8	41.2	41.0	41.3	41.7	40.8	41.2	41.3	39.6	39.6
Engines and turbines.....	39.9	40.1	40.6	40.7	41.1	40.7	39.7	41.1	40.3	41.7	41.2	40.5	40.5	41.2	40.1	40.1
Agricultural machinery and tractors.....	39.9	40.1	40.2	39.7	40.0	40.2	40.0	39.7	38.9	39.9	39.7	38.8	39.5	40.5	39.5	39.5
Construction and mining machinery.....	39.9	39.4	39.7	40.0	40.3	40.5	40.1	40.1	39.5	40.2	40.6	39.6	40.3	41.2	39.1	39.1
Metalworking machinery.....	40.8	40.6	40.9	42.4	43.5	43.9	43.3	44.2	43.5	43.4	43.4	42.7	42.6	42.4	39.6	39.6
Special-industry machinery (except metalworking machinery).....	41.6	41.4	42.1	42.3	42.4	42.2	41.7	42.5	42.2	42.5	42.6	42.3	42.6	41.9	39.8	39.8
General industrial machinery.....	40.4	40.6	40.8	40.9	41.4	41.1	40.7	40.9	40.5	40.9	42.0	41.2	41.2	41.2	39.6	39.6
Office and store machines and devices.....	41.0	40.5	39.7	41.2	40.4	40.5	40.0	40.6	40.3	40.5	40.7	40.8	40.4	40.2	39.7	39.7
Service-industry and household machines.....	39.7	39.7	39.7	39.6	40.1	40.3	40.0	39.6	40.2	40.3	41.5	38.7	40.6	40.5	39.6	39.6
Miscellaneous machinery parts.....	40.1	40.0	40.1	40.1	40.5	40.5	39.8	40.5	41.0	41.2	41.4	40.6	41.4	41.4	39.8	39.8
Average hourly earnings																
Fabricated metal products.....	\$2.47	\$2.48	\$2.45	\$2.46	\$2.45	\$2.45	\$2.42	\$2.43	\$2.43	\$2.45	\$2.41	\$2.36	\$2.36	\$2.37	\$2.27	\$2.27
Tin cans and other tinware.....	2.80	2.77	2.78	2.77	2.76	2.76	2.73	2.71	2.72	2.65	2.65	2.64	2.65	2.65	2.51	2.51
Cutlery, handtools, and hardware.....	2.36	2.37	2.34	2.34	2.34	2.33	2.30	2.31	2.30	2.35	2.31	2.19	2.22	2.25	2.17	2.17
Heating apparatus (except electric) and plumbers' supplies.....	2.37	2.38	2.37	2.36	2.36	2.36	2.33	2.35	2.35	2.33	2.32	2.32	2.31	2.29	2.22	2.22
Fabricated structural metal products.....	2.48	2.48	2.46	2.47	2.46	2.46	2.45	2.44	2.45	2.45	2.44	2.42	2.39	2.40	2.33	2.33
Metal stamping, coating, and engraving.....	2.58	2.61	2.57	2.58	2.58	2.59	2.53	2.55	2.56	2.60	2.54	2.43	2.46	2.46	2.31	2.31
Lighting fixtures.....	2.30	2.31	2.22	2.22	2.26	2.24	2.20	2.20	2.21	2.24	2.21	2.13	2.15	2.15	2.04	2.04
Fabricated wire products.....	2.27	2.27	2.24	2.23	2.23	2.24	2.22	2.23	2.24	2.26	2.25	2.21	2.15	2.18	2.12	2.12
Miscellaneous fabricated metal products.....	2.40	2.39	2.38	2.38	2.38	2.37	2.35	2.38	2.39	2.38	2.35	2.31	2.32	2.32	2.23	2.23
Machinery (except electrical).....	2.58	2.57	2.56	2.57	2.57	2.57	2.55	2.56	2.55	2.55	2.54	2.52	2.52	2.50	2.38	2.38
Engines and turbines.....	2.82	2.82	2.83	2.76	2.78	2.78	2.73	2.73	2.73	2.71	2.73	2.72	2.71	2.68	2.55	2.55
Agricultural machinery and tractors.....	2.62	2.61	2.59	2.58	2.57	2.56	2.57	2.59	2.59	2.60	2.59	2.59	2.59	2.57	2.42	2.42
Construction and mining machinery.....	2.55	2.56	2.54	2.55	2.55	2.53	2.52	2.51	2.51	2.49	2.49	2.47	2.46	2.46	2.35	2.35
Metalworking machinery.....	2.72	2.70	2.71	2.79	2.81	2.81	2.78	2.80	2.77	2.75	2.73	2.71	2.70	2.69	2.56	2.56
Special-industry machinery (except metalworking machinery).....	2.44	2.44	2.41	2.42	2.42	2.42	2.39	2.41	2.40	2.39	2.39	2.37	2.38	2.34	2.25	2.25
General industrial machinery.....	2.53	2.53	2.53	2.51	2.51	2.51	2.49	2.49	2.49	2.49	2.50	2.48	2.47	2.45	2.35	2.35
Office and store machines and devices.....	2.60	2.60	2.56	2.57	2.56	2.55	2.53	2.54	2.54	2.54	2.52	2.51	2.50	2.46	2.35	2.35
Service-industry and household machines.....	2.48	2.48	2.44	2.44	2.46	2.46	2.45	2.44	2.47	2.45	2.47	2.42	2.42	2.40	2.29	2.29
Miscellaneous machinery parts.....	2.53	2.53	2.51	2.50	2.50	2.49	2.48	2.49	2.49	2.49	2.48	2.46	2.46	2.45	2.33	2.33

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,<sup>1</sup> by industry—Continued

Industry	1960										1959			Annual average	
	Oct. <sup>1</sup>	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	1959	1958
Average weekly earnings															
<b>Manufacturing—Continued</b>															
<i>Durable goods—Continued</i>															
Electrical machinery.....	\$93.26	\$93.03	\$91.77	\$90.39	\$92.23	\$91.37	\$88.98	\$91.43	\$90.97	\$92.80	\$93.07	\$90.72	\$91.39	\$89.91	\$85.14
Electrical generating, transmission, distribution, and industrial apparatus.....	95.68	96.80	96.80	96.80	96.88	96.24	94.25	96.15	95.84	96.87	97.88	95.18	94.30	94.19	89.72
Electrical appliances.....	92.23	89.93	90.00	90.62	91.25	91.80	89.17	91.10	91.80	91.01	91.03	89.55	91.48	89.27	85.36
Insulated wire and cable.....	88.80	87.76	88.20	88.40	89.65	88.62	84.66	89.46	89.24	88.39	88.15	85.70	85.08	87.15	86.11
Electrical equipment for vehicles.....	102.11	102.77	95.59	98.21	97.32	98.55	95.40	96.53	98.65	104.25	101.52	91.54	94.08	96.56	89.47
Electric lamps.....	89.78	86.08	87.47	85.25	86.75	87.30	86.41	88.36	87.42	89.91	91.24	92.77	93.21	88.13	80.67
Communication equipment.....	91.53	90.05	88.80	85.69	89.24	87.34	85.19	88.18	87.34	89.10	88.73	88.32	88.99	86.86	81.97
Miscellaneous electrical products.....	89.54	89.60	89.82	89.15	88.43	89.68	89.20	89.60	88.65	91.13	93.15	90.42	90.67	88.94	85.03
Transportation equipment.....	115.21	112.96	108.90	110.15	110.97	111.66	107.59	110.84	111.79	115.92	110.70	104.66	109.62	107.73	100.69
Motor vehicles and equipment.....	119.11	116.82	108.64	111.20	112.87	113.85	108.23	113.83	116.62	124.11	113.29	102.38	113.03	110.16	99.96
Aircraft and parts.....	112.34	111.24	110.84	110.97	110.87	110.29	107.07	109.34	108.81	108.40	109.88	108.00	108.26	106.63	101.91
Ship and boat building and repairing.....	109.81	103.97	108.23	106.90	105.60	105.46	103.49	103.62	102.31	101.92	102.44	101.26	99.20	101.40	98.00
Railroad equipment.....	108.67	106.96	107.24	107.90	110.65	111.39	110.26	112.18	102.11	110.15	109.69	102.65	103.47	107.41	100.70
Other transportation equipment.....	88.24	86.75	83.63	84.80	86.36	86.63	84.88	84.10	87.42	87.07	89.82	86.41	91.17	89.13	82.74
Average weekly hours															
Electrical machinery.....	40.2	40.1	39.9	39.3	40.1	39.9	39.2	40.1	39.9	40.7	41.0	40.5	40.8	40.5	39.6
Electrical generating, transmission, distribution, and industrial apparatus.....	39.7	40.0	40.0	40.0	40.2	40.1	39.6	40.4	40.1	40.7	41.3	40.5	40.3	40.6	39.7
Electrical appliances.....	40.1	39.1	39.3	39.4	39.5	39.4	38.6	39.1	39.4	39.4	40.1	39.8	40.3	39.5	38.8
Insulated wire and cable.....	41.3	41.2	41.8	41.5	42.3	42.2	40.9	42.6	42.7	42.7	43.0	41.4	41.1	41.9	41.4
Electrical equipment for vehicles.....	40.2	40.3	38.7	39.6	39.4	39.9	39.1	39.4	40.1	41.7	41.1	38.3	39.2	40.4	38.9
Electric lamps.....	39.9	38.6	39.4	38.4	38.9	39.5	39.1	39.8	39.2	40.5	41.1	41.6	41.8	40.8	39.8
Communication equipment.....	40.5	40.2	40.0	38.6	40.2	39.7	38.9	39.9	39.7	40.5	40.7	40.7	41.2	40.4	39.6
Miscellaneous electrical products.....	40.7	40.0	40.1	39.8	39.3	40.2	40.0	40.0	39.4	40.8	41.6	41.1	41.4	40.8	40.3
Transportation equipment.....	41.0	40.2	39.6	40.2	40.5	40.9	39.7	40.6	40.8	42.0	40.7	39.2	40.6	40.5	39.8
Motor vehicles and equipment.....	41.5	40.6	38.8	40.0	40.6	41.1	39.5	40.8	41.5	43.7	40.9	38.2	41.1	40.8	39.2
Aircraft and parts.....	41.0	40.6	40.9	41.1	40.8	41.0	40.1	40.8	40.6	40.6	41.0	40.6	40.7	40.7	40.6
Ship and boat building and repairing.....	39.5	37.4	39.5	39.3	39.7	40.1	39.5	39.4	39.2	38.9	39.1	38.5	38.3	39.0	39.2
Railroad equipment.....	38.4	38.2	38.3	38.4	39.1	39.5	39.1	39.8	38.6	39.2	39.6	37.6	37.9	39.2	38.0
Other transportation equipment.....	38.7	38.9	37.5	38.2	38.9	39.2	38.8	38.4	39.2	39.4	40.1	39.1	40.7	40.7	39.4
Average hourly earnings															
Electrical machinery.....	\$2.32	\$2.32	\$2.30	\$2.30	\$2.30	\$2.29	\$2.27	\$2.28	\$2.28	\$2.28	\$2.27	\$2.24	\$2.24	\$2.22	\$2.15
Electrical generating, transmission, distribution, and industrial apparatus.....	2.41	2.42	2.42	2.42	2.41	2.40	2.38	2.38	2.39	2.38	2.37	2.35	2.34	2.32	2.26
Electrical appliances.....	2.30	2.30	2.29	2.30	2.31	2.33	2.31	2.33	2.33	2.31	2.27	2.25	2.27	2.26	2.20
Insulated wire and cable.....	2.15	2.13	2.11	2.13	2.12	2.10	2.07	2.10	2.09	2.07	2.05	2.07	2.07	2.08	2.08
Electrical equipment for vehicles.....	2.54	2.55	2.47	2.48	2.47	2.47	2.44	2.45	2.46	2.50	2.47	2.39	2.40	2.39	2.30
Electric lamps.....	2.25	2.23	2.22	2.22	2.23	2.21	2.21	2.22	2.23	2.22	2.22	2.23	2.23	2.16	2.05
Communication equipment.....	2.26	2.24	2.22	2.22	2.22	2.20	2.19	2.21	2.20	2.20	2.18	2.17	2.16	2.15	2.07
Miscellaneous electrical products.....	2.30	2.24	2.24	2.24	2.25	2.23	2.23	2.24	2.25	2.25	2.24	2.20	2.19	2.18	2.11
Transportation equipment.....	2.81	2.81	2.75	2.74	2.74	2.73	2.71	2.73	2.74	2.76	2.73	2.67	2.70	2.66	2.53
Motor vehicles and equipment.....	2.87	2.87	2.80	2.78	2.78	2.77	2.74	2.79	2.81	2.84	2.77	2.68	2.75	2.70	2.55
Aircraft and parts.....	2.74	2.74	2.71	2.70	2.71	2.69	2.67	2.68	2.68	2.67	2.68	2.66	2.66	2.62	2.51
Ship and boat building and repairing.....	2.78	2.78	2.74	2.72	2.66	2.63	2.62	2.63	2.61	2.62	2.62	2.63	2.59	2.60	2.50
Railroad equipment.....	2.83	2.80	2.80	2.81	2.83	2.82	2.82	2.84	2.79	2.81	2.77	2.73	2.73	2.74	2.63
Other transportation equipment.....	2.28	2.23	2.23	2.22	2.22	2.21	2.18	2.19	2.23	2.21	2.24	2.21	2.24	2.19	2.10

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,<sup>1</sup> by industry—Continued

Industry	1960										1959			Annual average	
	Oct. <sup>3</sup>	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	1959	1958
Average weekly earnings															
Manufacturing—Continued															
Durable goods—Continued															
Instruments and related products.....	\$96.15	\$95.44	\$95.99	\$95.75	\$95.65	\$94.77	\$93.43	\$95.88	\$94.07	\$94.19	\$96.23	\$94.71	\$94.53	\$93.25	\$87.38
Laboratory, scientific, and engineering instruments.....	116.34	115.51	115.79	115.37	114.95	112.88	110.97	116.75	113.57	112.05	116.14	112.44	112.14	111.14	103.07
Mechanical measuring and controlling instruments.....	92.97	92.04	91.87	92.57	93.90	93.90	92.80	95.06	92.34	93.61	94.94	92.97	92.80	92.62	86.72
Optical instruments and lenses.....	98.81	98.88	97.17	98.77	98.77	98.36	94.13	96.00	97.11	95.06	97.48	92.57	95.68	92.25	88.51
Surgical, medical, and dental instruments.....	86.72	85.68	85.06	85.48	85.80	83.62	81.80	84.66	82.99	83.84	83.64	83.64	83.44	82.82	78.00
Ophthalmic goods.....	77.80	77.95	79.80	78.78	81.20	80.40	79.20	79.18	79.60	79.19	79.59	79.38	77.39	77.59	71.41
Photographic apparatus.....	108.67	108.14	110.27	108.94	107.12	106.34	105.82	106.86	104.90	104.86	109.65	108.20	107.43	104.65	97.53
Watches and clocks.....	77.22	76.43	80.00	79.00	78.01	77.41	75.65	77.03	76.82	77.81	77.41	78.80	80.57	77.41	73.71
Miscellaneous manufacturing industries.....	78.20	77.03	77.60	76.44	77.41	77.41	76.05	78.18	77.81	78.20	78.76	77.16	77.33	76.57	73.26
Jewelry, silverware, and plated ware.....	82.37	76.03	79.77	77.22	80.36	80.77	80.16	80.54	79.35	79.10	84.91	83.66	83.46	79.46	75.70
Musical instruments and parts.....	94.89	93.56	90.58	88.66	90.17	87.38	86.58	88.32	88.70	88.52	92.42	92.18	93.94	88.99	83.79
Toys and sporting goods.....	71.86	71.13	70.59	68.20	69.63	71.16	69.32	71.53	70.80	70.64	70.59	70.62	70.75	69.17	66.91
Pens, pencils, other office supplies.....	72.72	71.94	72.00	66.06	69.95	72.18	69.95	70.88	70.92	70.13	71.96	70.80	70.88	70.58	67.72
Costume jewelry, buttons, notions.....	70.53	65.82	68.56	67.64	70.22	68.29	66.33	68.73	69.17	69.62	69.48	68.64	69.87	68.90	65.18
Fabricated plastics products.....	83.64	84.05	83.64	84.05	83.03	83.03	80.40	83.02	83.23	84.04	83.83	82.39	83.40	83.20	79.17
Other manufacturing industries.....	79.99	80.40	80.60	80.79	80.19	81.00	79.59	82.01	80.79	81.00	81.20	78.41	78.79	79.40	76.04
Average weekly hours															
Instruments and related products.....	40.4	40.1	40.5	40.4	40.7	40.5	40.1	40.8	40.2	40.6	41.3	41.0	41.1	40.9	39.9
Laboratory, scientific, and engineering instruments.....	41.7	41.4	41.8	41.5	41.8	41.5	41.1	42.3	41.6	41.5	42.7	41.8	42.0	42.1	40.9
Mechanical measuring and controlling instruments.....	39.0	39.5	39.6	39.9	40.3	40.3	40.0	40.8	39.8	40.7	41.1	40.6	40.7	40.8	39.6
Optical instruments and lenses.....	41.0	41.2	41.0	41.5	41.5	41.5	40.4	41.2	41.5	40.8	42.2	40.6	41.6	41.0	40.6
Surgical, medical, and dental instruments.....	41.1	40.8	40.7	40.9	40.9	40.2	39.9	40.7	39.9	40.5	40.8	40.6	40.7	40.6	40.0
Ophthalmic goods.....	38.9	38.4	39.7	39.0	40.4	40.4	39.8	39.2	40.0	40.2	40.4	40.5	40.1	40.2	38.6
Photographic apparatus.....	40.7	40.5	41.3	40.8	41.2	40.9	40.7	41.1	40.5	40.8	42.5	42.1	41.8	41.2	40.3
Watches and clocks.....	39.6	38.6	40.2	39.7	39.2	38.9	38.4	39.1	38.8	39.3	38.9	40.0	40.9	39.9	39.0
Miscellaneous manufacturing industries.....	40.1	39.5	40.0	39.4	39.9	39.9	39.2	40.3	39.9	40.1	40.6	40.4	40.7	40.3	39.6
Jewelry, silverware, and plated ware.....	41.6	38.4	40.7	39.6	41.0	41.0	40.9	41.3	40.9	41.2	43.1	42.9	42.8	41.6	40.7
Musical instruments and parts.....	41.8	41.4	40.8	40.3	40.8	39.9	39.9	40.7	40.5	40.7	42.2	41.9	42.7	41.2	39.9
Toys and sporting goods.....	39.7	39.3	39.0	38.1	38.9	39.1	38.3	39.3	38.9	38.6	39.0	39.9	40.2	39.3	38.9
Pens, pencils, other office supplies.....	40.4	39.1	40.0	36.7	39.3	40.1	39.3	39.6	39.4	39.4	40.2	40.0	40.1	40.1	39.6
Costume jewelry, buttons, notions.....	39.4	37.4	39.4	39.1	39.9	38.8	37.9	39.5	39.3	39.5	39.7	39.0	39.7	39.6	38.8
Fabricated plastics products.....	40.6	41.0	41.0	40.8	40.7	40.9	39.8	41.1	41.0	41.4	41.5	41.4	41.7	41.6	40.6
Other manufacturing industries.....	39.6	39.8	39.9	39.8	39.7	39.9	39.4	40.4	39.8	39.9	40.4	39.8	40.2	40.1	39.4
Average hourly earnings															
Instruments and related products.....	\$2.38	\$2.38	\$2.37	\$2.37	\$2.35	\$2.34	\$2.33	\$2.35	\$2.34	\$2.32	\$2.33	\$2.31	\$2.30	\$2.28	\$2.19
Laboratory, scientific, and engineering instruments.....	2.79	2.70	2.77	2.78	2.75	2.72	2.70	2.76	2.73	2.70	2.72	2.69	2.67	2.64	2.52
Mechanical measuring and controlling instruments.....	2.33	2.33	2.32	2.32	2.33	2.33	2.32	2.33	2.32	2.30	2.31	2.29	2.28	2.27	2.19
Optical instruments and lenses.....	2.41	2.40	2.37	2.38	2.38	2.37	2.33	2.33	2.34	2.33	2.31	2.28	2.30	2.25	2.18
Surgical, medical, and dental instruments.....	2.11	2.10	2.09	2.09	2.10	2.08	2.05	2.08	2.08	2.07	2.05	2.06	2.05	2.04	1.95
Ophthalmic goods.....	2.00	2.03	2.01	2.02	2.01	1.99	1.99	2.02	1.99	1.97	1.97	1.96	1.93	1.93	1.85
Photographic apparatus.....	2.67	2.67	2.67	2.67	2.60	2.60	2.60	2.60	2.59	2.57	2.58	2.57	2.57	2.54	2.42
Watches and clocks.....	1.95	1.98	1.99	1.99	1.99	1.99	1.97	1.97	1.98	1.98	1.99	1.97	1.97	1.94	1.89
Miscellaneous manufacturing industries.....	1.95	1.95	1.94	1.94	1.94	1.94	1.94	1.94	1.95	1.95	1.94	1.91	1.90	1.90	1.85
Jewelry, silverware, and plated ware.....	1.98	1.98	1.96	1.95	1.96	1.97	1.96	1.95	1.94	1.92	1.97	1.95	1.95	1.91	1.86
Musical instruments and parts.....	2.27	2.26	2.22	2.20	2.21	2.19	2.17	2.17	2.19	2.17	2.19	2.20	2.20	2.16	2.10
Toys and sporting goods.....	1.81	1.81	1.81	1.79	1.79	1.82	1.81	1.82	1.82	1.83	1.81	1.77	1.76	1.76	1.72
Pens, pencils, other office supplies.....	1.80	1.84	1.80	1.80	1.78	1.80	1.78	1.79	1.80	1.78	1.79	1.77	1.76	1.76	1.71
Costume jewelry, buttons, notions.....	1.79	1.76	1.74	1.73	1.78	1.76	1.75	1.74	1.76	1.76	1.75	1.76	1.76	1.74	1.68
Fabricated plastics products.....	2.06	2.05	2.04	2.06	2.04	2.03	2.02	2.02	2.03	2.03	2.02	1.99	2.00	2.00	1.95
Other manufacturing industries.....	2.02	2.02	2.02	2.03	2.02	2.03	2.02	2.03	2.03	2.03	2.01	1.97	1.96	1.98	1.93

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,<sup>1</sup> by industry—Continued

Industry	1960											1959			Annual average	
	Oct. <sup>1</sup>	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	1959	1958	
	Average weekly earnings															
Nondurable goods																
Food and kindred products.....	\$88.94	\$89.02	\$88.58	\$89.60	\$88.51	\$88.91	\$87.16	\$86.94	\$86.33	\$88.91	\$88.78	\$87.74	\$85.68	\$85.68	\$81.81	
Meat products.....	101.11	102.51	99.70	100.94	98.90	99.55	95.74	95.01	95.26	104.66	104.73	105.22	103.05	97.23	91.08	
Dairy products.....	89.19	91.76	90.30	91.79	90.73	89.01	89.21	87.53	87.53	87.53	86.30	86.30	86.73	85.32	81.90	
Canning and preserving.....	71.13	74.69	74.03	70.71	67.86	70.05	69.75	69.75	69.17	68.74	68.15	63.47	65.74	67.64	66.13	
Grain-mill products.....	100.58	99.46	98.35	99.01	94.61	94.18	92.87	94.61	92.87	95.70	93.96	95.05	93.96	92.66	89.79	
Bakery products.....	89.51	89.06	88.48	89.16	88.54	87.05	85.79	85.39	84.56	83.92	85.22	85.01	84.42	83.21	79.00	
Sugar.....	92.86	98.25	96.96	101.92	99.84	97.61	95.88	98.77	95.04	94.61	97.31	94.77	82.62	83.10	89.73	
Confectionery and related products.....	73.44	74.66	73.12	72.10	72.62	71.50	68.92	70.67	69.38	70.49	68.90	69.55	69.65	68.90	66.80	
Beverages.....	98.55	99.29	100.53	102.42	100.37	99.79	100.19	95.16	93.03	93.99	96.07	95.26	95.59	96.59	92.23	
Miscellaneous food products.....	89.45	89.02	86.93	86.74	86.11	85.90	84.85	84.85	86.11	85.49	86.73	87.35	86.73	84.65	80.95	
Tobacco manufactures.....	65.12	63.27	64.81	68.43	71.53	68.58	64.80	59.86	61.37	66.05	67.49	64.56	63.92	65.40	62.56	
Cigarettes.....	82.14	78.58	79.13	80.88	85.07	80.26	77.17	67.47	72.76	83.23	83.64	81.81	83.00	81.80	77.55	
Cigars.....	56.79	55.01	54.72	53.58	54.38	54.43	49.48	53.05	52.26	53.20	53.11	58.58	55.34	53.02	51.79	
Tobacco and snuff.....	70.31	69.19	70.47	67.52	70.46	68.08	66.06	62.10	61.94	66.38	68.08	66.70	66.64	66.82	62.79	
Tobacco stemming and redrying.....	52.82	53.97	49.87	59.93	64.34	61.78	55.32	50.81	50.75	50.90	57.65	44.82	49.29	52.40	49.92	
Average weekly hours																
Food and kindred products.....	40.8	41.6	41.2	41.1	40.6	40.6	39.8	39.7	39.6	40.6	41.1	41.0	40.8	40.8	40.7	
Meat products.....	41.1	41.5	41.2	41.2	40.7	40.8	39.4	39.1	39.2	42.2	42.4	43.3	43.3	41.2	40.3	
Dairy products.....	41.1	41.9	42.0	42.3	42.2	41.4	41.3	40.9	40.9	40.9	40.9	40.9	41.3	41.7	42.0	
Canning and preserving.....	39.3	42.2	40.9	39.5	37.7	38.7	37.7	37.5	37.8	38.4	38.5	36.9	38.0	39.1	39.6	
Grain-mill products.....	44.9	44.8	44.5	44.8	43.4	43.4	42.6	43.2	42.6	43.5	43.1	43.6	43.5	43.5	43.8	
Bakery products.....	40.5	40.3	40.4	40.9	40.8	40.3	39.9	39.9	39.7	39.4	40.2	40.1	40.2	40.2	40.1	
Sugar.....	42.4	40.6	40.4	41.6	41.6	40.5	40.8	41.5	41.5	43.2	48.9	48.6	40.9	43.3	44.2	
Confectionery and related products.....	40.8	40.8	40.4	39.4	39.9	39.5	38.5	39.7	39.2	39.6	39.6	40.2	39.8	39.6	39.7	
Beverages.....	39.9	40.2	40.7	41.3	40.8	40.4	40.4	39.0	38.6	39.0	39.7	39.2	39.5	40.5	40.1	
Miscellaneous food products.....	41.8	41.6	41.2	41.5	41.4	41.3	40.6	40.6	41.2	41.1	41.9	42.2	41.9	41.7	41.3	
Tobacco manufactures.....	40.2	40.3	37.9	37.5	39.3	38.1	36.0	34.8	36.1	38.4	39.7	38.2	40.2	39.4	39.1	
Cigarettes.....	39.3	37.6	38.6	38.7	40.9	38.4	37.1	33.4	36.2	40.6	41.0	40.3	41.5	40.9	40.6	
Cigars.....	38.9	38.2	38.0	36.7	37.5	37.8	34.6	37.1	36.8	37.2	37.4	38.6	38.7	37.6	37.8	
Tobacco and snuff.....	37.8	37.4	38.3	37.1	38.5	37.2	36.1	34.5	34.8	37.5	38.9	37.9	38.3	38.4	37.6	
Tobacco stemming and redrying.....	42.6	44.6	36.4	36.1	38.3	37.9	36.0	34.1	35.0	36.1	40.6	33.7	40.4	39.4	38.7	
Average hourly earnings																
Food and kindred products.....	\$2.18	\$2.14	\$2.15	\$2.18	\$2.18	\$2.19	\$2.19	\$2.19	\$2.18	\$2.19	\$2.16	\$2.14	\$2.10	\$2.10	\$2.01	
Meat products.....	2.46	2.47	2.42	2.45	2.43	2.44	2.43	2.43	2.43	2.45	2.47	2.43	2.38	2.36	2.26	
Dairy products.....	2.17	2.19	2.15	2.17	2.15	2.15	2.16	2.14	2.14	2.14	2.11	2.11	2.10	2.07	1.95	
Canning and preserving.....	1.81	1.77	1.81	1.79	1.80	1.81	1.85	1.86	1.83	1.79	1.77	1.72	1.73	1.73	1.67	
Grain-mill products.....	2.24	2.22	2.21	2.21	2.18	2.17	2.18	2.19	2.18	2.20	2.18	2.18	2.16	2.13	2.05	
Bakery products.....	2.21	2.21	2.19	2.18	2.17	2.16	2.15	2.14	2.13	2.13	2.12	2.12	2.10	2.07	1.97	
Sugar.....	2.19	2.42	2.40	2.45	2.40	2.41	2.35	2.38	2.29	2.19	1.99	1.95	2.02	2.15	2.03	
Confectionery and related products.....	1.80	1.83	1.81	1.83	1.82	1.81	1.79	1.78	1.77	1.78	1.74	1.73	1.75	1.74	1.67	
Beverages.....	2.47	2.47	2.47	2.48	2.46	2.47	2.48	2.44	2.41	2.41	2.42	2.43	2.42	2.39	2.30	
Miscellaneous food products.....	2.14	2.14	2.11	2.09	2.08	2.08	2.09	2.09	2.09	2.08	2.07	2.07	2.07	2.03	1.96	
Tobacco manufactures.....	1.62	1.57	1.71	1.82	1.82	1.80	1.80	1.72	1.70	1.72	1.70	1.69	1.59	1.66	1.60	
Cigarettes.....	2.09	2.09	2.05	2.09	2.08	2.09	2.08	2.02	2.01	2.05	2.04	2.03	2.00	2.00	1.91	
Cigars.....	1.46	1.44	1.44	1.46	1.45	1.44	1.43	1.43	1.42	1.43	1.42	1.44	1.43	1.41	1.37	
Tobacco and snuff.....	1.86	1.85	1.84	1.82	1.83	1.83	1.83	1.80	1.78	1.77	1.75	1.76	1.74	1.74	1.67	
Tobacco stemming and redrying.....	1.24	1.21	1.37	1.66	1.68	1.63	1.62	1.49	1.45	1.41	1.42	1.33	1.22	1.33	1.29	

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,<sup>1</sup> by industry—Continued

Industry	1960											1959			Annual average																
	Oct. <sup>1</sup>	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	1959	1958																
	Average weekly earnings																														
<b>Manufacturing—Continued</b>																															
<i>Nondurable goods—Continued</i>																															
Textile-mill products.....	\$62.86	\$62.05	\$64.31	\$64.31	\$65.53	\$65.36	\$63.76	\$63.83	\$64.16	\$64.48	\$64.87	\$64.40	\$64.40	\$63.43	\$58.29																
Scouring and combing plants.....	67.12	67.25	72.45	75.50	74.03	73.15	70.69	70.18	69.70	72.25	71.06	70.53	69.72	72.16	64.96																
Yarn and thread mills.....	56.63	56.02	58.29	58.98	59.74	59.89	59.49	58.59	59.70	60.20	60.35	59.90	59.90	58.95	52.36																
Broad-woven fabric mills.....	62.72	61.92	64.88	65.37	66.58	66.01	64.96	65.12	64.27	64.74	65.82	64.74	64.74	63.29	56.26																
Narrow fabrics and smallwares.....	65.07	64.18	66.80	65.57	68.30	66.50	65.11	66.17	65.76	65.36	66.75	65.27	65.11	65.53	60.37																
Knitting mills.....	57.46	57.15	58.29	57.60	58.67	58.22	55.95	55.48	56.47	56.32	56.77	57.96	57.66	57.51	54.75																
Dyeing and finishing textiles.....	70.45	67.94	70.58	70.62	75.00	74.05	71.28	71.05	71.10	70.58	73.78	72.83	72.31	71.48	66.83																
Carpets, rugs, other floor coverings.....	79.97	79.17	80.75	79.59	79.60	79.00	78.99	79.97	81.32	81.71	81.32	79.17	80.73	81.51	77.30																
Hats (except cloth and millinery).....	58.58	57.59	60.80	57.95	62.53	61.66	58.64	59.49	59.57	62.24	63.00	57.78	57.26	61.71	58.74																
Miscellaneous textile goods.....	76.59	75.64	75.58	75.41	76.85	75.58	73.42	74.37	76.30	77.27	76.45	72.68	74.82	73.71	68.95																
Apparel and other finished textile products.....	56.60	55.93	57.62	56.42	55.90	55.90	53.70	55.85	56.11	55.44	55.85	56.15	55.02	55.63	53.45																
Men's and boys' suits and coats.....	69.72	69.72	72.38	70.67	72.58	69.12	65.49	66.95	68.00	67.08	68.32	68.02	66.02	66.47	60.37																
Men's and boys' furnishings and work clothing.....	47.61	48.55	49.37	49.24	49.37	48.84	47.29	47.35	48.58	48.58	49.13	49.65	49.27	48.76	46.08																
Women's outerwear.....	57.70	57.70	61.08	58.65	56.95	59.00	56.10	59.69	59.86	58.14	58.99	58.48	55.76	59.51	57.63																
Women's, children's undergarments.....	53.42	52.05	52.11	50.26	51.12	51.05	48.99	50.41	51.18	50.96	51.82	53.02	52.36	51.29	49.59																
Millinery.....	69.31	67.04	66.48	67.03	68.56	65.94	64.65	67.13	71.04	65.08	66.82	68.70	66.64	62.93	64.05																
Children's outerwear.....	51.84	50.22	53.42	53.28	53.05	51.62	48.79	51.70	52.48	52.62	50.54	52.22	50.26	51.10	50.23																
Miscellaneous apparel and accessories.....	54.60	53.13	53.95	52.85	52.27	52.27	51.26	52.71	52.42	52.20	52.91	52.91	52.62	52.54	50.76																
Other fabricated textile products.....	66.86	63.08	61.56	63.79	61.94	61.66	58.67	60.96	60.38	59.78	59.97	59.82	59.90	59.59	56.85																
<b>Average weekly hours</b>																															
Textile-mill products.....	38.8	38.3	39.7	39.7	40.2	40.1	39.6	39.4	40.1	40.3	40.8	40.5	40.5	40.4	38.6																
Scouring and combing plants.....	38.8	39.1	41.4	42.9	42.3	41.8	41.1	40.8	41.0	42.5	41.8	40.3	40.3	42.2	40.6																
Yarn and thread mills.....	37.5	37.1	38.6	38.8	39.3	39.4	39.4	38.8	39.8	40.4	40.5	40.2	40.2	40.1	37.4																
Broad-woven fabric mills.....	39.2	38.7	40.3	40.6	41.1	41.0	40.6	40.7	41.2	41.5	42.0	41.5	41.5	41.1	38.8																
Narrow fabrics and smallwares.....	38.5	38.2	40.0	39.5	40.9	40.3	39.7	40.1	40.1	40.1	40.7	39.8	39.7	40.7	39.2																
Knitting mills.....	37.8	37.6	38.6	38.4	38.6	38.3	37.3	38.1	37.4	37.3	38.1	38.9	38.7	38.6	37.5																
Dyeing and finishing textiles.....	39.8	38.6	40.1	39.9	41.9	41.6	40.5	40.6	41.1	40.8	42.4	42.1	41.8	41.8	40.5																
Carpets, rugs, other floor coverings.....	40.8	40.6	41.2	40.4	40.2	40.1	40.3	40.8	41.7	41.9	42.7	40.6	41.4	41.8	40.9																
Hats (except cloth and millinery).....	35.5	34.9	37.3	34.7	37.0	36.7	34.7	35.2	36.1	36.4	37.5	34.6	34.7	36.3	35.6																
Miscellaneous textile goods.....	40.1	39.6	40.2	39.9	40.5	40.2	39.9	40.2	40.8	41.1	41.1	39.5	40.5	40.5	39.4																
Apparel and other finished textile products.....	35.6	35.4	36.7	36.4	36.3	36.3	35.1	35.8	36.2	36.0	36.5	36.7	36.2	36.6	35.4																
Men's and boys' suits and coats.....	36.5	36.5	37.7	38.2	38.2	38.4	37.0	37.4	38.2	37.9	38.6	38.0	37.3	37.2	34.3																
Men's and boys' furnishings and work clothing.....	35.8	36.5	37.4	37.3	37.4	37.0	36.1	35.6	36.8	36.8	37.5	37.9	37.9	37.8	36.0																
Women's outerwear.....	32.6	32.6	34.9	34.3	32.7	34.5	33.0	34.5	34.4	33.8	34.1	34.0	32.8	34.6	34.1																
Women's, children's undergarments.....	37.1	36.4	36.7	35.9	36.0	35.7	34.5	35.5	36.3	36.4	36.8	37.6	37.4	36.9	36.2																
Millinery.....	36.1	35.1	36.0	34.2	32.0	30.4	29.7	35.9	37.0	34.8	33.6	31.9	32.6	34.2	35.0																
Children's outerwear.....	36.0	34.4	37.1	37.0	37.1	36.1	34.6	35.9	36.7	36.8	36.1	37.3	35.9	36.5	36.4																
Miscellaneous apparel and accessories.....	36.4	35.9	36.7	36.2	37.3	36.3	35.6	36.1	36.4	36.5	37.0	37.0	36.8	37.0	36.0																
Other fabricated textile products.....	39.1	38.0	38.0	38.2	38.0	38.3	36.9	38.1	37.5	37.6	38.2	38.4	38.4	38.2	37.4																
<b>Average hourly earnings</b>																															
Textile-mill products.....	\$1.62	\$1.62	\$1.62	\$1.62	\$1.63	\$1.63	\$1.61	\$1.62	\$1.60	\$1.60	\$1.59	\$1.59	\$1.59	\$1.57	\$1.51																
Scouring and combing plants.....	1.73	1.72	1.75	1.76	1.75	1.75	1.72	1.72	1.70	1.70	1.70	1.75	1.73	1.71	1.60																
Yarn and thread mills.....	1.51	1.51	1.51	1.52	1.52	1.52	1.51	1.51	1.50	1.49	1.49	1.49	1.49	1.47	1.40																
Broad-woven fabric mills.....	1.60	1.60	1.61	1.61	1.62	1.61	1.60	1.60	1.59	1.58	1.59	1.59	1.56	1.54	1.45																
Narrow fabrics and smallwares.....	1.69	1.68	1.67	1.66	1.67	1.65	1.64	1.65	1.64	1.63	1.64	1.64	1.64	1.61	1.54																
Knitting mills.....	1.52	1.52	1.51	1.50	1.52	1.52	1.50	1.52	1.51	1.51	1.49	1.49	1.49	1.49	1.46																
Dyeing and finishing textiles.....	1.77	1.76	1.76	1.77	1.79	1.78	1.76	1.75	1.73	1.73	1.74	1.73	1.73	1.71	1.65																
Carpets, rugs, other floor coverings.....	1.96	1.95	1.96	1.97	1.98	1.97	1.96	1.96	1.95	1.95	1.95	1.95	1.95	1.95	1.89																
Hats (except cloth and millinery).....	1.65	1.65	1.63	1.67	1.69	1.68	1.69	1.69	1.65	1.71	1.68	1.67	1.65	1.70	1.65																
Miscellaneous textile goods.....	1.91	1.91	1.88	1.89	1.89	1.88	1.84	1.85	1.87	1.88	1.86	1.84	1.84	1.82	1.75																
Apparel and other finished textile products.....	1.59	1.58	1.57	1.55	1.54	1.54	1.53	1.56	1.55	1.54	1.53	1.53	1.52	1.52	1.51																
Men's and boys' suits and coats.....	1.91	1.91	1.92	1.85	1.90	1.80	1.77	1.79	1.78	1.77	1.77	1.79	1.77	1.76	1.76																
Men's and boys' furnishings and work clothing.....	1.33	1.33	1.32	1.32	1.32	1.32	1.31	1.33	1.32	1.32	1.31	1.31	1.30	1.29	1.28																
Women's outerwear.....	1.77	1.77	1.75	1.71	1.69	1.71	1.70	1.73	1.74	1.72	1.73	1.72	1.70	1.72	1.69																
Women's, children's undergarments.....	1.44	1.43	1.42	1.40	1.42	1.43	1.42	1.42	1.41	1.40	1.40	1.41	1.40	1.39	1.37																
Millinery.....	1.92	1.91	1.93	1.96	1.83	1.84	1.84	1.87	1.92	1.87	1.81	1.84	1.86	1.84	1.83																
Children's outerwear.....	1.44	1.46	1.44	1.44	1.43	1.43	1.41	1.44	1.43	1.43	1.40	1.40	1.40	1.40	1.38																
Miscellaneous apparel and accessories.....	1.50	1.48	1.47	1.46	1.44	1.44	1.44	1.46	1.44	1.43	1.43	1.43	1.43	1.42	1.41																
Other fabricated textile products.....	1.71	1.66	1.62	1.67	1.63	1.61	1.59	1.60	1.61	1.59	1.57	1.55	1.56	1.56	1.52																

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,<sup>1</sup> by industry—Continued

Industry	1960											1959			Annual average	
	Oct. <sup>2</sup>	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	1959	1958	
	Average weekly earnings															
Manufacturing—Continued																
Nondurable goods—Continued																
Paper and allied products.....	\$96.83	\$98.14	\$97.75	\$97.33	\$97.13	\$96.05	\$93.63	\$94.30	\$94.73	\$95.20	\$95.22	\$95.22	\$95.67	\$94.16	\$88.83	
Pulp, paper, and paperboard mills.....	106.27	107.20	106.82	106.87	106.19	104.64	102.15	103.29	103.97	104.24	104.48	104.72	104.48	102.73	96.10	
Paperboard containers and boxes.....	90.89	91.30	90.69	88.99	89.64	88.34	86.43	86.03	86.67	87.74	86.93	88.20	89.68	87.78	82.41	
Other paper and allied products.....	84.85	85.68	85.90	85.49	85.70	86.11	84.26	84.87	84.06	84.67	85.07	83.64	83.94	83.42	78.96	
Printing, publishing, and allied industries.....	107.14	108.08	106.09	106.20	105.54	106.37	103.95	105.05	104.12	104.56	106.86	103.79	104.83	103.41	97.90	
Newspapers.....	113.80	113.49	110.14	111.47	112.10	113.31	110.05	108.72	108.42	107.45	113.31	107.76	110.00	108.28	103.43	
Periodicals.....	117.26	125.38	119.19	120.10	114.09	114.37	115.30	116.57	111.20	111.35	108.93	113.96	119.83	113.15	102.97	
Books.....	94.40	93.53	97.17	92.97	93.43	94.25	91.66	91.43	89.44	91.14	92.57	90.29	91.31	90.82	85.80	
Commercial printing.....	107.19	108.80	105.72	105.18	105.18	108.06	105.33	105.86	103.35	105.34	106.92	104.28	104.67	102.96	97.22	
Lithographing.....	107.64	110.48	112.16	109.97	109.53	110.55	106.23	109.20	107.86	107.73	109.89	107.19	108.67	106.40	98.81	
Greeting cards.....	74.40	73.66	71.55	73.30	69.74	73.53	70.48	73.54	76.63	75.08	70.10	70.25	69.72	70.07	67.03	
Bookbinding and related industries.....	83.93	82.56	82.64	82.60	82.64	81.20	79.92	82.01	81.20	81.79	83.28	81.66	80.43	80.50	74.86	
Miscellaneous publishing and printing services.....	116.66	118.87	116.73	119.81	116.18	115.97	115.06	117.35	118.81	118.50	118.78	117.18	114.98	116.19	110.75	
Average weekly hours																
Paper and allied products.....	42.1	42.3	42.5	42.5	42.6	42.5	41.8	42.1	42.1	42.5	42.7	42.7	42.9	42.8	41.9	
Pulp, paper, and paperboard mills.....	43.2	43.4	43.6	43.8	43.7	43.6	43.1	43.4	43.5	43.8	43.9	44.0	43.9	43.9	42.9	
Paperboard containers and boxes.....	41.5	41.5	41.6	41.2	41.5	40.9	40.2	40.2	40.5	41.0	41.2	41.8	42.3	41.8	41.0	
Other paper and allied products.....	40.6	40.8	41.1	41.1	41.4	41.8	41.1	41.4	41.0	41.3	41.7	41.2	41.3	41.5	40.7	
Printing, publishing, and allied industries.....	38.4	38.6	38.3	38.2	38.1	38.4	37.8	38.2	38.0	38.3	39.0	38.3	38.4	38.3	37.8	
Newspapers.....	35.9	35.8	35.3	35.5	35.7	36.2	35.5	35.3	35.2	35.0	36.2	35.1	35.6	35.5	35.3	
Periodicals.....	41.0	42.5	41.1	41.7	40.6	40.7	40.6	40.9	40.0	40.2	39.9	40.7	41.9	40.7	39.3	
Books.....	40.0	39.8	41.0	39.9	40.1	40.8	40.2	40.1	39.4	39.8	40.6	39.6	39.7	39.7	39.0	
Commercial printing.....	39.7	40.0	39.3	39.1	39.1	39.2	38.7	39.5	39.0	39.9	40.5	39.8	39.8	39.6	39.2	
Lithographing.....	39.0	39.6	40.2	39.7	39.4	40.2	39.2	40.0	39.8	39.9	40.7	39.7	40.1	39.7	39.9	
Greeting cards.....	40.0	39.6	39.1	39.2	37.9	38.1	36.9	38.3	38.7	38.5	38.1	38.6	38.1	38.5	38.3	
Bookbinding and related industries.....	38.5	38.4	38.8	38.6	38.8	38.3	37.7	38.5	38.3	38.4	39.1	38.7	38.3	38.7	38.0	
Miscellaneous publishing and printing services.....	38.0	38.1	37.9	38.4	37.6	37.9	37.6	38.1	38.7	38.6	39.2	38.8	38.2	38.6	37.8	
Average hourly earnings																
Paper and allied products.....	\$2.30	\$2.32	\$2.30	\$2.29	\$2.28	\$2.26	\$2.24	\$2.24	\$2.25	\$2.24	\$2.23	\$2.23	\$2.23	\$2.20	\$2.12	
Pulp, paper, and paperboard mills.....	2.46	2.47	2.45	2.44	2.43	2.40	2.37	2.38	2.39	2.38	2.38	2.38	2.38	2.34	2.24	
Paperboard containers and boxes.....	2.19	2.20	2.18	2.16	2.16	2.15	2.15	2.14	2.14	2.14	2.11	2.11	2.12	2.10	2.01	
Other paper and allied products.....	2.09	2.10	2.09	2.08	2.07	2.06	2.05	2.05	2.05	2.05	2.04	2.03	2.03	2.01	1.94	
Printing, publishing, and allied industries.....	2.79	2.80	2.77	2.78	2.77	2.77	2.75	2.75	2.74	2.73	2.74	2.71	2.73	2.70	2.59	
Newspapers.....	3.17	3.17	3.12	3.14	3.14	3.13	3.10	3.08	3.08	3.07	3.13	3.07	3.09	3.05	2.93	
Periodicals.....	2.86	2.95	2.90	2.88	2.81	2.81	2.84	2.85	2.78	2.77	2.73	2.80	2.86	2.78	2.62	
Books.....	2.36	2.35	2.37	2.33	2.33	2.31	2.28	2.28	2.27	2.29	2.28	2.28	2.30	2.28	2.20	
Commercial printing.....	2.70	2.72	2.69	2.69	2.69	2.68	2.67	2.68	2.65	2.64	2.64	2.62	2.63	2.60	2.48	
Lithographing.....	2.76	2.79	2.79	2.77	2.78	2.75	2.71	2.73	2.71	2.70	2.70	2.70	2.71	2.68	2.54	
Greeting cards.....	1.86	1.86	1.83	1.87	1.84	1.93	1.91	1.92	1.98	1.95	1.84	1.82	1.83	1.82	1.75	
Bookbinding and related industries.....	2.18	2.15	2.13	2.14	2.13	2.12	2.12	2.13	2.12	2.13	2.13	2.11	2.10	2.08	1.97	
Miscellaneous publishing and printing services.....	3.07	3.12	3.08	3.12	3.09	3.06	3.06	3.08	3.07	3.07	3.03	3.02	3.01	3.01	2.93	

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,<sup>1</sup> by industry—Continued

Industry	1960										1959			Annual average	
	Oct. <sup>2</sup>	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	1959	1958
<b>Average weekly earnings</b>															
<b>Manufacturing—Continued</b>															
<b>Nondurable goods—Continued</b>															
Chemicals and allied products.....	\$104.24	\$104.90	\$104.90	\$106.08	\$105.59	\$103.58	\$104.41	\$102.01	\$101.60	\$101.60	\$102.66	\$101.75	\$101.09	\$100.02	\$94.48
Industrial inorganic chemicals.....	116.75	117.16	116.05	117.46	116.20	114.53	117.45	113.02	112.75	112.61	114.93	113.45	113.97	111.64	104.70
Industrial organic chemicals.....	110.16	110.97	110.42	113.13	112.67	110.77	112.29	108.62	108.21	108.21	109.78	108.58	108.05	106.81	100.04
Drugs and medicines.....	94.30	95.18	94.02	94.60	94.19	93.73	92.75	92.97	93.66	92.62	92.66	93.11	93.11	90.58	85.88
Soap, cleaning and polishing preparations.....	113.02	112.19	114.93	111.51	113.82	110.95	108.24	111.72	109.15	107.94	109.36	108.16	108.58	105.47	100.86
Paints, pigments, and fillers.....	101.34	100.78	101.27	101.11	108.07	102.41	101.19	98.90	98.42	98.01	98.33	99.22	96.32	98.29	92.25
Gum and wood chemicals.....	85.41	83.09	88.62	93.10	90.29	87.74	85.29	84.20	84.00	82.60	84.77	87.00	82.54	83.35	80.45
Fertilizers.....	80.56	81.64	80.37	81.90	80.70	79.74	85.44	74.07	77.96	78.75	78.37	76.44	75.45	78.12	74.03
Vegetable and animal oils and fats.....	90.29	90.35	90.60	92.42	92.17	89.42	87.23	87.96	86.29	87.30	86.48	87.23	85.84	85.44	82.21
Miscellaneous chemicals.....	96.22	95.99	95.18	95.99	94.77	95.06	93.71	94.89	93.96	93.96	94.25	93.43	92.39	91.58	87.02
Products of petroleum and coal.....	117.62	120.60	117.62	121.18	119.60	118.03	119.54	116.87	116.87	116.98	117.74	118.90	117.50	117.38	110.97
Petroleum refining.....	121.80	124.53	120.90	124.84	123.22	123.11	124.23	120.20	120.60	120.40	121.80	124.01	119.80	121.29	114.90
Coke, other petroleum and coal products.....	105.47	108.52	107.43	109.82	108.36	102.51	105.44	106.49	105.97	106.90	105.30	103.17	108.03	105.83	97.28
Rubber products.....	100.69	98.28	100.15	103.53	102.72	100.04	94.60	97.71	100.00	102.16	101.59	97.66	101.18	101.00	92.59
Tires and inner tubes.....	115.53	112.40	114.66	123.71	121.39	117.51	107.38	113.68	117.71	119.80	118.50	112.62	117.49	120.01	106.04
Rubber footwear.....	82.59	79.18	81.40	82.21	82.82	81.40	77.01	78.61	77.21	79.40	80.79	79.80	79.40	79.19	76.62
Other rubber products.....	93.73	92.10	92.75	91.66	92.34	90.12	88.43	89.78	91.76	93.52	92.93	89.87	93.38	92.99	84.59
<b>Average weekly hours</b>															
Chemicals and allied products.....	41.2	41.3	41.3	41.6	41.9	41.6	42.1	41.3	41.3	41.3	41.9	41.7	41.6	41.5	40.9
Industrial inorganic chemicals.....	41.4	41.4	41.3	41.8	41.8	41.8	42.4	41.4	41.3	41.4	42.1	41.9	41.9	41.5	40.9
Industrial organic chemicals.....	40.8	41.1	41.2	41.9	42.2	41.8	41.9	41.3	41.3	41.3	41.9	41.6	41.4	41.4	40.5
Drugs and medicines.....	40.3	40.5	40.7	40.6	40.6	40.4	40.5	40.6	40.9	40.8	41.0	41.2	41.2	40.8	40.7
Soap, cleaning and polishing preparations.....	41.4	41.4	42.1	41.3	42.0	41.4	41.0	42.0	41.5	41.2	41.9	41.6	41.6	41.2	41.0
Paints, pigments, and fillers.....	40.7	40.8	41.0	41.1	41.9	41.8	41.3	40.7	40.5	40.5	40.8	41.0	40.3	41.3	40.9
Gum and wood chemicals.....	41.9	43.5	42.4	43.3	43.2	42.8	42.3	42.1	42.0	41.3	42.6	43.3	41.9	42.1	41.9
Fertilizers.....	42.4	42.3	42.3	42.0	42.7	43.1	48.0	40.7	42.6	42.8	42.7	42.0	41.7	43.4	42.3
Vegetable and animal oils and fats.....	46.3	45.4	43.3	43.8	44.1	43.2	43.4	44.2	43.8	45.0	46.0	46.4	46.4	44.5	44.2
Miscellaneous chemicals.....	40.6	40.5	40.5	40.5	40.5	40.5	40.9	40.9	40.5	40.5	40.8	40.8	40.7	40.7	40.1
Products of petroleum and coal.....	40.7	41.3	40.7	41.5	41.1	40.7	40.8	40.3	40.3	40.2	40.6	41.0	40.8	40.9	40.5
Petroleum refining.....	40.6	41.1	40.3	41.2	40.8	40.9	41.0	40.2	40.2	40.0	40.6	41.2	40.2	40.7	40.6
Coke, other petroleum and coal products.....	41.2	41.9	41.8	42.4	42.0	40.2	40.4	40.8	40.6	40.8	40.5	40.3	42.7	41.5	40.2
Rubber products.....	39.8	39.0	39.9	40.6	40.6	39.7	38.3	39.4	40.0	40.7	40.8	39.7	40.8	41.3	39.4
Tires and inner tubes.....	38.9	38.1	39.0	41.1	40.6	39.7	36.9	38.8	39.5	40.2	40.2	38.7	40.1	41.1	38.7
Rubber footwear.....	39.9	39.2	40.1	40.3	40.6	40.1	38.7	39.5	38.8	39.5	39.8	39.9	39.9	40.2	39.7
Other rubber products.....	40.0	39.7	40.5	40.2	40.5	39.7	39.3	39.9	40.6	41.2	41.3	40.3	41.5	41.7	39.9
<b>Average hourly earnings</b>															
Chemicals and allied products.....	\$2.53	\$2.54	\$2.54	\$2.55	\$2.52	\$2.49	\$2.48	\$2.47	\$2.46	\$2.46	\$2.45	\$2.44	\$2.43	\$2.41	\$2.31
Industrial inorganic chemicals.....	2.82	2.83	2.81	2.81	2.78	2.74	2.77	2.73	2.73	2.72	2.73	2.71	2.72	2.69	2.56
Industrial organic chemicals.....	2.70	2.70	2.68	2.70	2.67	2.65	2.68	2.63	2.62	2.62	2.62	2.61	2.61	2.58	2.47
Drugs and medicines.....	2.34	2.35	2.31	2.33	2.32	2.32	2.29	2.29	2.29	2.27	2.26	2.26	2.26	2.22	2.11
Soap, cleaning and polishing preparations.....	2.73	2.71	2.73	2.70	2.71	2.68	2.64	2.66	2.63	2.62	2.61	2.60	2.61	2.56	2.46
Paints, pigments, and fillers.....	2.49	2.47	2.47	2.46	2.46	2.45	2.45	2.43	2.43	2.42	2.41	2.42	2.39	2.38	2.28
Gum and wood chemicals.....	2.11	2.14	2.09	2.15	2.09	2.05	2.04	2.00	2.00	2.00	1.99	2.03	1.97	1.98	1.92
Fertilizers.....	1.90	1.93	1.90	1.95	1.89	1.85	1.78	1.82	1.83	1.84	1.84	1.82	1.81	1.80	1.75
Vegetable and animal oils and fats.....	1.95	1.99	2.09	2.11	2.09	2.07	2.01	1.99	1.97	1.94	1.88	1.88	1.85	1.92	1.86
Miscellaneous chemicals.....	2.37	2.37	2.35	2.37	2.34	2.33	2.34	2.32	2.32	2.32	2.31	2.29	2.27	2.25	2.17
Products of petroleum and coal.....	2.89	2.92	2.89	2.92	2.91	2.90	2.93	2.90	2.90	2.91	2.90	2.90	2.88	2.87	2.74
Petroleum refining.....	3.00	3.03	3.00	3.03	3.02	3.01	3.03	2.99	3.00	3.01	3.00	3.01	2.98	2.98	2.83
Coke, other petroleum and coal products.....	2.56	2.59	2.57	2.59	2.58	2.55	2.61	2.61	2.61	2.62	2.60	2.56	2.53	2.55	2.42
Rubber products.....	2.53	2.52	2.51	2.55	2.53	2.52	2.47	2.48	2.50	2.51	2.49	2.46	2.48	2.46	2.35
Tires and inner tubes.....	2.97	2.95	2.94	3.01	2.99	2.96	2.91	2.93	2.98	2.98	2.95	2.91	2.93	2.92	2.74
Rubber footwear.....	2.07	2.02	2.03	2.04	2.04	2.03	1.99	1.99	1.99	2.01	2.03	2.00	1.99	1.97	1.93
Other rubber products.....	2.32	2.32	2.29	2.28	2.28	2.27	2.25	2.25	2.26	2.27	2.25	2.23	2.25	2.23	2.12

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,<sup>1</sup> by industry—Continued

Industry	1960										1959			Annual average	
	Oct. <sup>2</sup>	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	1959	1958
Average weekly earnings															
<b>Manufacturing—Continued</b>															
<b>Nondurable goods—Continued</b>															
Leather and leather products.....	\$59.76	\$59.24	\$62.48	\$62.98	\$62.37	\$59.90	\$58.06	\$60.84	\$60.64	\$61.78	\$61.07	\$60.43	\$58.28	\$60.70	\$57.78
Leather: tanned, curried, and finished.....	84.96	84.10	84.56	82.68	86.27	83.07	81.66	81.87	81.24	81.30	82.74	81.09	80.50	80.94	78.39
Industrial leather belting and packing.....	80.77	78.74	78.74	80.20	78.21	77.03	73.53	76.24	72.13	74.68	79.80	69.50	72.38	79.56	76.62
Boot and shoe cut stock and findings.....	55.62	54.01	59.03	59.21	59.44	58.25	55.22	57.82	58.44	60.30	59.83	56.21	54.42	57.30	56.02
Footwear (except rubber).....	55.36	55.65	60.26	61.22	60.00	56.80	55.62	58.56	58.67	60.10	58.40	57.46	55.69	58.34	54.87
Luggage.....	65.49	68.46	65.18	64.30	66.42	65.07	62.87	63.63	62.29	62.87	63.54	69.70	63.50	65.18	63.46
Handbags and small leather goods.....	62.24	58.19	58.45	58.14	56.30	57.07	53.61	58.05	57.30	56.92	58.65	59.60	54.24	56.45	55.54
Gloves and miscellaneous leather goods.....	55.19	53.22	54.52	53.43	54.24	52.71	51.41	52.20	52.42	50.98	53.11	53.71	52.77	51.89	50.46
<b>Transportation and public utilities:</b>															
<b>Transportation:</b>															
Interstate railroads:															
Class I railroads <sup>3</sup> .....	107.18	107.18	110.33	107.42	110.42	107.59	107.33	109.82	111.45	106.60	110.00	106.86	105.25	108.43	101.50
Local railroads and buslines.....	98.83	99.96	100.22	100.22	100.92	99.79	97.78	97.78	97.33	95.60	96.10	93.44	94.57	94.59	90.52
<b>Communication:</b>															
Telephone.....	91.94	95.47	89.27	89.95	88.26	87.81	86.36	87.58	87.42	88.14	87.42	89.95	88.58	85.46	78.72
Telegraph.....	103.70	106.14	103.09	102.37	104.00	97.75	95.30	95.30	94.43	95.30	95.53	95.53	95.57	95.99	90.06
<b>Other public utilities:</b>															
Gas and electric utilities.....	113.85	115.37	110.16	110.02	109.34	109.34	108.94	108.26	107.59	108.39	107.98	109.03	108.62	105.78	100.87
Electric light and power utilities.....	111.93	116.89	110.97	110.97	109.88	109.61	108.79	108.64	107.86	108.39	107.71	108.65	108.24	106.34	101.43
Gas utilities.....	107.23	104.04	102.21	102.21	101.15	101.15	101.25	100.85	99.85	100.85	101.18	103.91	103.17	99.39	94.83
Electric light and gas utilities combined.....	122.06	123.06	115.87	115.34	115.62	116.18	115.62	113.96	114.52	114.67	114.12	114.13	113.44	110.56	103.63
Average weekly hours															
<b>Manufacturing—Continued</b>															
<b>Nondurable goods—Continued</b>															
Leather and leather products.....	36.0	35.9	38.1	38.4	37.8	36.3	35.4	37.1	37.2	37.9	37.7	37.3	36.2	37.7	36.8
Leather: tanned, curried, and finished.....	39.7	39.3	39.7	39.0	40.5	39.0	38.7	38.8	38.5	38.9	39.4	38.8	38.7	39.1	39.0
Industrial leather belting and packing.....	39.4	38.6	38.6	40.1	39.3	39.1	38.1	38.7	36.8	38.1	40.1	36.2	37.5	40.8	39.7
Boot and shoe cut stock and findings.....	35.2	34.4	37.6	38.2	38.1	37.1	35.4	37.3	37.7	38.9	38.6	36.5	35.8	37.7	37.1
Footwear (except rubber).....	34.6	35.0	37.9	38.5	37.5	35.5	34.7	36.6	36.9	37.8	37.2	36.6	35.7	37.4	36.1
Luggage.....	38.3	39.8	38.8	38.5	39.3	38.5	37.2	38.1	37.3	37.2	37.6	41.0	37.8	38.8	38.0
Handbags and small leather goods.....	39.9	37.3	38.2	38.0	36.8	37.3	35.5	38.7	38.2	39.1	40.0	36.4	38.4	38.3	38.0
Gloves and miscellaneous leather goods.....	37.8	36.7	37.6	36.1	36.9	36.1	35.7	36.0	36.4	35.9	37.4	37.3	36.9	36.8	36.0
<b>Transportation and public utilities:</b>															
<b>Transportation:</b>															
Interstate railroads:															
Class I railroads <sup>3</sup> .....	42.6	42.9	43.2	43.2	43.5	43.2	42.7	42.7	42.5	42.3	42.8	41.1	41.6	41.9	41.6
Local railroads and buslines.....	42.6	42.9	43.2	43.2	43.5	43.2	42.7	42.7	42.5	42.3	42.8	41.1	41.6	41.9	41.6
<b>Communication:</b>															
Telephone.....	39.8	40.8	39.5	39.8	39.4	39.2	38.9	39.1	39.2	38.8	39.2	40.7	39.9	39.2	38.4
Telegraph.....	42.5	43.5	42.6	42.3	42.8	42.5	41.8	41.8	41.6	41.8	41.9	41.9	42.1	42.1	41.5
<b>Other public utilities:</b>															
Gas and electric utilities.....	41.4	41.8	40.8	40.9	40.8	40.8	40.8	40.7	40.6	40.9	40.9	41.3	41.3	41.0	40.8
Electric light and power utilities.....	41.0	42.2	41.1	41.1	41.0	40.9	40.9	40.8	40.7	40.9	40.8	41.0	41.0	40.9	40.9
Gas utilities.....	41.4	40.8	40.4	40.4	40.3	40.3	40.5	40.5	40.1	40.5	40.8	41.4	41.6	40.9	40.7
Electric light and gas utilities combined.....	41.8	42.0	40.8	40.9	41.0	41.2	41.0	40.7	40.9	41.1	41.2	41.5	41.4	41.1	40.8
Average hourly earnings															
<b>Manufacturing—Continued</b>															
<b>Nondurable goods—Continued</b>															
Leather and leather products.....	\$1.66	\$1.65	\$1.64	\$1.64	\$1.65	\$1.65	\$1.64	\$1.64	\$1.63	\$1.63	\$1.62	\$1.62	\$1.61	\$1.61	\$1.57
Leather: tanned, curried, and finished.....	2.14	2.14	2.13	2.12	2.13	2.13	2.11	2.11	2.11	2.09	2.10	2.09	2.08	2.07	2.01
Industrial leather belting and packing.....	2.05	2.04	2.04	2.00	1.99	1.97	1.93	1.97	1.96	1.96	1.99	1.92	1.93	1.95	1.93
Boot and shoe cut stock and findings.....	1.58	1.57	1.57	1.55	1.56	1.57	1.56	1.55	1.55	1.55	1.55	1.54	1.52	1.52	1.51
Footwear (except rubber).....	1.60	1.59	1.59	1.59	1.60	1.60	1.60	1.59	1.59	1.59	1.57	1.56	1.56	1.56	1.52
Luggage.....	1.71	1.72	1.68	1.67	1.69	1.69	1.69	1.67	1.67	1.69	1.69	1.70	1.68	1.68	1.67
Handbags and small leather goods.....	1.56	1.56	1.53	1.53	1.53	1.53	1.51	1.50	1.50	1.49	1.50	1.49	1.49	1.47	1.45
Gloves and miscellaneous leather goods.....	1.46	1.45	1.45	1.45	1.47	1.46	1.44	1.45	1.44	1.42	1.42	1.44	1.43	1.41	1.40
<b>Transportation and public utilities:</b>															
<b>Transportation:</b>															
Interstate railroads:															
Class I railroads <sup>3</sup> .....	2.32	2.33	2.32	2.32	2.32	2.31	2.29	2.29	2.29	2.26	2.24	2.23	2.22	2.21	2.12
Local railroads and buslines.....	2.32	2.33	2.32	2.32	2.32	2.31	2.29	2.29	2.29	2.26	2.24	2.23	2.22	2.21	2.12
<b>Communication:</b>															
Telephone.....	2.31	2.34	2.26	2.26	2.24	2.24	2.22	2.24	2.23	2.22	2.23	2.21	2.22	2.18	2.05
Telegraph.....	2.44	2.44	2.42	2.42	2.43	2.30	2.28	2.28	2.27	2.28	2.28	2.28	2.27	2.28	2.17
<b>Other public utilities:</b>															
Gas and electric utilities.....	2.75	2.76	2.70	2.69	2.68	2.68	2.67	2.66	2.65	2.65	2.64	2.64	2.63	2.58	2.46
Electric light and power utilities.....	2.73	2.77	2.70	2.70	2.68	2.68	2.66	2.67	2.65	2.65	2.64	2.65	2.64	2.60	2.48
Gas utilities.....	2.59	2.55	2.53	2.53	2.51	2.51	2.50	2.49	2.49	2.49	2.48	2.51	2.48	2.43	2.33
Electric light and gas utilities combined.....	2.92	2.93	2.84	2.82	2.82	2.82	2.82	2.80	2.80	2.79	2.77	2.75	2.74	2.69	2.54

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,<sup>1</sup> by industry—Continued

Industry	1960												1959		Annual average	
	Oct. <sup>2</sup>	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	1959	1958	
	Average weekly earnings															
<b>Wholesale and retail trade:</b>	\$93.50	\$94.13	\$93.56	\$94.19	\$93.09	\$92.46	\$91.83	\$91.37	\$90.35	\$90.80	\$91.94	\$91.71	\$91.53	\$90.27	\$87.02	
Wholesale trade.....	68.07	68.43	69.32	69.52	68.80	67.80	67.48	66.95	66.95	66.95	66.09	66.38	67.11	67.06	64.77	
Retail trade (except eating and drinking places).....	49.01	49.30	50.26	50.75	49.74	48.87	48.99	48.33	48.19	48.19	50.01	47.46	47.94	48.37	46.85	
General merchandise stores.....	55.06	55.71	56.32	56.90	56.00	55.04	55.14	53.69	53.69	54.19	56.70	52.98	53.82	54.36	52.60	
Department stores and general mail-order houses.....	71.46	72.27	72.76	73.16	72.16	70.60	70.13	68.89	69.34	69.38	69.26	69.51	69.65	69.89	67.52	
Food and liquor stores.....	89.35	88.24	89.96	91.29	91.29	90.87	91.73	88.91	87.40	88.04	86.29	88.71	89.76	88.24	83.22	
Automotive and accessories dealers.....	51.64	52.48	52.65	52.59	52.82	51.56	53.48	50.85	51.64	51.87	53.35	51.83	51.34	51.90	50.81	
Apparel and accessories stores.....	77.33	77.30	77.49	76.70	77.08	75.07	75.44	74.80	73.44	76.67	79.80	77.46	76.18	75.76	72.31	
Other retail trade:	83.75	82.94	83.69	83.50	82.88	82.49	81.64	79.49	78.28	78.09	79.99	80.22	81.79	79.95	77.04	
Furniture and appliance stores.....	70.69	69.75	69.75	70.31	69.75	69.75	69.94	69.56	69.94	69.93	68.81	68.26	68.81	68.07	66.57	
Lumber and hardware supply stores.....	111.14	115.61	113.14	117.33	117.16	111.54	113.61	112.67	114.52	115.49	117.14	110.15	109.43	119.24	106.88	
Finance, insurance, and real estate:	88.49	87.92	88.34	88.08	87.90	88.15	87.37	87.68	87.54	87.26	86.52	86.32	85.79	85.79	82.97	
Banks and trust companies <sup>3</sup> .....	49.35	48.83	49.04	48.80	48.80	48.28	47.52	48.00	47.64	48.12	48.40	48.24	48.20	47.44	45.20	
Security dealers and exchanges.....	48.83	48.46	48.07	48.56	48.68	48.68	48.00	46.68	46.02	47.04	47.24	46.37	46.96	46.45	44.30	
Insurance carriers.....	56.20	54.67	53.02	54.43	57.06	55.95	57.94	52.68	52.40	53.10	54.91	54.35	55.00	53.29	50.82	
Service and miscellaneous:	116.17	116.45	118.61	114.62	112.12	113.37	107.96	107.23	112.13	111.63	112.89	114.31	114.51	108.36	98.65	
Hotels and lodging places:	40.3	40.4	40.5	40.6	40.3	40.2	40.1	39.9	39.8	40.0	40.5	40.4	40.5	40.3	40.1	
Hotels, year-round <sup>4</sup> .....	37.4	37.6	38.3	38.2	37.8	37.4	37.7	37.4	37.4	37.4	38.2	37.5	37.7	38.1	38.1	
Personal services:	33.8	34.0	34.9	35.0	34.3	33.7	34.5	33.8	33.7	33.7	36.5	33.9	34.0	34.8	34.7	
Laundries.....	34.2	34.6	35.2	35.4	35.0	34.4	34.9	34.2	34.2	34.3	37.3	34.4	34.5	35.3	35.3	
Cleaning and dyeing plants.....	35.2	35.6	36.2	36.4	35.9	35.3	35.6	35.3	35.2	35.4	35.7	35.8	35.9	36.4	36.3	
Motion pictures:	43.8	43.9	44.1	44.1	44.1	43.9	44.1	43.8	43.7	43.8	43.8	43.7	44.0	43.9	43.8	
Motion-picture production and distribution.....	34.2	34.3	35.1	34.6	34.3	33.7	34.5	33.9	34.2	33.9	35.1	34.1	34.0	34.6	34.5	
Wholesale and retail trade:	40.7	40.9	41.0	40.8	41.0	40.8	41.0	41.1	41.0	41.0	42.0	41.2	41.4	41.4	41.8	
Wholesale trade.....	42.3	42.1	42.7	42.6	42.5	42.3	42.3	41.4	41.2	41.1	42.1	42.0	42.6	42.3	42.1	
Retail trade (except eating and drinking places).....	37.4	37.1	37.3	37.4	37.3	37.3	37.4	37.4	37.4	37.8	37.6	37.3	37.6	37.4	37.4	
General merchandise stores.....	39.8	39.7	40.2	40.0	40.0	39.9	39.6	40.0	39.7	40.1	40.0	40.2	40.5	40.2	40.0	
Department stores and general mail-order houses.....	39.7	39.4	39.4	39.8	39.9	39.9	40.0	38.9	39.1	39.2	39.7	39.3	39.8	39.7	39.2	
Food and liquor stores.....	39.3	38.5	37.6	38.6	39.9	39.4	40.5	37.9	37.7	38.2	39.5	39.1	40.0	38.9	38.5	
Automotive and accessories dealers.....																
Apparel and accessories stores.....																
Other retail trade:																
Furniture and appliance stores.....																
Lumber and hardware supply stores.....																
Finance, insurance, and real estate:																
Banks and trust companies <sup>3</sup> .....																
Security dealers and exchanges.....																
Insurance carriers.....																
Service and miscellaneous:																
Hotels and lodging places:																
Hotels, year-round <sup>4</sup> .....																
Personal services:																
Laundries.....																
Cleaning and dyeing plants.....																
Motion pictures:																
Motion-picture production and distribution.....																
	Average hourly earnings															
<b>Wholesale and retail trade:</b>	\$2.32	\$2.33	\$2.31	\$2.32	\$2.31	\$2.30	\$2.29	\$2.29	\$2.27	\$2.27	\$2.27	\$2.27	\$2.26	\$2.24	\$2.17	
Wholesale trade.....	1.82	1.82	1.81	1.82	1.82	1.81	1.79	1.79	1.79	1.79	1.73	1.77	1.78	1.76	1.70	
Retail trade (except eating and drinking places).....	1.45	1.45	1.44	1.45	1.45	1.45	1.42	1.43	1.43	1.43	1.37	1.40	1.41	1.39	1.35	
General merchandise stores.....	1.61	1.61	1.60	1.61	1.60	1.60	1.58	1.57	1.57	1.58	1.62	1.54	1.56	1.54	1.49	
Department stores and general mail-order houses.....	2.03	2.03	2.01	2.01	2.01	2.00	1.97	1.98	1.97	1.96	1.94	1.95	1.94	1.92	1.86	
Food and liquor stores.....	2.04	2.01	2.04	2.07	2.07	2.07	2.08	2.03	2.00	2.01	1.97	2.03	2.04	2.01	1.90	
Automotive and accessories dealers.....	1.51	1.53	1.50	1.52	1.54	1.53	1.55	1.50	1.51	1.53	1.52	1.52	1.51	1.50	1.46	
Apparel and accessories stores.....	1.90	1.89	1.89	1.88	1.88	1.84	1.84	1.82	1.84	1.87	1.90	1.88	1.84	1.83	1.73	
Other retail trade:	1.98	1.97	1.96	1.96	1.95	1.95	1.93	1.92	1.90	1.90	1.90	1.91	1.92	1.89	1.83	
Furniture and appliance stores.....	1.89	1.88	1.87	1.88	1.87	1.87	1.87	1.86	1.87	1.85	1.83	1.83	1.83	1.82	1.78	
Lumber and hardware supply stores.....																
Finance, insurance, and real estate:																
Banks and trust companies <sup>3</sup> .....																
Security dealers and exchanges.....																
Insurance carriers.....																
Service and miscellaneous:																
Hotels and lodging places:																
Hotels, year-round <sup>4</sup> .....																
Personal services:																
Laundries.....																
Cleaning and dyeing plants.....																
Motion pictures:																
Motion-picture production and distribution.....																

<sup>1</sup> For comparability of data with those published in issues prior to August 1958 and coverage of these series, see footnote 1, table A-2.

In addition, hours and earnings data for anthracite mining have been revised from January 1958 and are not comparable with those published in issues prior to August 1958.

For mining, manufacturing, laundries, and cleaning and dyeing plants, data refer to production and related workers; for contract construction, to construction workers; and for the remaining industries, unless otherwise noted, to nonsupervisory workers and working supervisors.

<sup>2</sup> Preliminary.

<sup>3</sup> Figures for Class I railroads (excluding switching and terminal companies) are based upon monthly data summarized in the M-300 report by the Interstate Commerce Commission and relate to all employees who received pay during the month, except executives, officials, and staff assistants (ICC Group I).

<sup>4</sup> Data relate to domestic nonsupervisory employees except messengers.

<sup>5</sup> Average weekly earnings have been revised beginning with January 1958 and are not strictly comparable with data for earlier years. Average weekly hours and average hourly earnings are new series, available from January 1958.

<sup>6</sup> Money payments only; additional value of board, room, uniforms, and tips not included.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics for all series except that for Class I railroads. (See footnote 3.)

TABLE C-2. Average overtime hours and average hourly earnings excluding overtime of production workers in manufacturing, by major industry group<sup>1</sup>

Major industry group	1960											1959			Annual average	
	Oct. <sup>1</sup>	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	1959	1958	
	Average overtime hours <sup>1</sup>															
Manufacturing.....	2.4	2.5	2.4	2.4	2.5	2.4	2.1	2.5	2.6	2.8	2.7	2.6	2.8	2.7	2.0	
Durable goods.....	2.4	2.5	2.3	2.3	2.4	2.4	2.1	2.5	2.7	2.9	2.7	2.5	2.8	2.7	1.9	
Ordnance and accessories.....	2.2	2.2	2.1	1.9	1.9	1.9	1.6	2.0	2.3	2.1	2.2	2.1	2.1	2.1	2.0	
Lumber and wood products.....	3.1	3.1	3.2	3.1	3.4	3.2	2.9	2.8	2.8	2.9	3.0	3.2	3.5	3.4	2.9	
Furniture and fixtures.....	2.7	2.8	2.8	2.3	2.4	2.4	2.4	2.4	2.6	2.7	3.5	3.2	3.5	2.9	2.1	
Stone, clay, and glass products.....	3.2	3.1	3.2	3.1	3.1	3.1	2.8	2.7	2.8	2.9	3.0	3.2	3.4	3.4	2.8	
Primary metal industries.....	1.3	1.6	1.4	1.7	1.6	1.5	2.0	2.1	2.4	2.8	2.6	2.3	2.6	2.6	1.3	
Fabricated metal products.....	2.6	2.9	2.8	2.5	2.7	2.6	2.1	2.5	2.7	3.2	3.0	2.3	2.9	2.9	2.1	
Machinery (except electrical).....	2.1	2.3	2.3	2.5	2.7	2.7	2.4	2.8	2.9	2.8	2.9	2.5	2.7	2.7	1.7	
Electrical machinery.....	2.1	2.1	1.9	1.6	1.8	1.7	1.2	1.9	2.0	2.4	2.4	2.2	2.5	2.2	1.5	
Transportation equipment.....	3.0	2.9	2.3	2.2	2.4	2.6	1.9	2.8	3.2	3.8	2.5	1.9	2.5	2.5	1.9	
Instruments and related products.....	2.2	2.2	2.2	2.2	2.0	2.0	1.7	2.3	2.3	2.2	2.7	2.6	2.5	2.3	1.5	
Miscellaneous manufacturing.....	2.6	2.5	2.3	2.1	2.1	2.2	1.9	2.4	2.5	2.4	2.7	2.7	3.1	2.6	2.1	
Nondurable goods.....	2.5	2.6	2.5	2.6	2.5	2.5	2.2	2.4	2.5	2.6	2.7	2.7	2.8	2.7	2.2	
Food and kindred products.....	3.4	3.7	3.3	3.5	3.2	3.1	2.8	2.9	2.8	3.3	3.4	3.6	3.6	3.3	3.0	
Tobacco manufactures.....	1.4	1.4	.9	1.2	1.2	1.0	.7	.8	.6	1.3	1.1	1.0	1.3	1.2	1.3	
Textile-mill products.....	2.2	2.2	2.6	2.6	2.9	2.9	2.5	3.0	3.0	3.0	3.2	3.2	3.2	3.1	2.1	
Apparel and other finished textile products.....	1.4	1.3	1.4	1.3	1.3	1.3	1.0	1.4	1.4	1.3	1.4	1.6	1.5	1.4	1.1	
Paper and allied products.....	4.1	4.4	4.3	4.3	4.3	4.3	3.7	4.1	4.2	4.3	4.3	4.5	4.6	4.6	3.9	
Printing and publishing.....	3.1	3.4	3.1	3.0	2.9	3.0	2.6	3.0	2.8	2.9	3.6	3.1	3.2	3.0	2.5	
Chemicals and allied products.....	2.4	2.4	2.3	2.5	2.4	2.5	2.9	2.3	2.4	2.3	2.4	2.4	2.5	2.5	2.0	
Products of petroleum and coal.....	1.8	2.2	1.8	2.3	2.1	1.6	1.7	1.4	1.5	1.6	1.5	1.8	2.1	1.8	1.5	
Rubber products.....	2.2	2.3	2.3	3.0	2.7	2.2	1.7	2.3	2.8	3.1	2.8	2.5	3.5	3.7	2.3	
Leather and leather products.....	1.4	1.2	1.6	1.4	1.3	1.0	.8	1.4	1.4	1.4	1.4	1.4	1.2	1.4	1.1	
Average hourly earnings excluding overtime <sup>2</sup>																
Manufacturing.....	\$2.23	\$2.23	\$2.21	\$2.22	\$2.22	\$2.22	\$2.22	\$2.21	\$2.21	\$2.20	\$2.16	\$2.14	\$2.15	\$2.08		
Durable goods.....	2.39	2.39	2.37	2.38	2.38	2.37	2.38	2.38	2.37	2.37	2.35	2.31	2.28	2.30	2.23	
Ordnance and accessories.....	2.60	2.60	2.57	2.57	2.57	2.55	2.56	2.56	2.55	2.55	2.54	2.53	2.52	2.49	2.42	
Lumber and wood products.....	2.00	2.03	1.99	1.99	1.99	1.95	1.94	1.93	1.91	1.89	1.92	1.94	1.94	1.89	1.82	
Furniture and fixtures.....	1.81	1.81	1.80	1.81	1.81	1.80	1.80	1.81	1.79	1.79	1.78	1.76	1.76	1.76	1.73	
Stone, clay, and glass products.....	2.21	2.21	2.20	2.19	2.19	2.19	2.19	2.20	2.18	2.18	2.17	2.16	2.14	2.13	2.04	
Primary metal industries.....	2.76	2.75	2.75	2.75	2.76	2.77	2.78	2.77	2.77	2.78	2.77	2.70	2.57	2.70	2.61	
Fabricated metal products.....	2.39	2.39	2.37	2.38	2.38	2.37	2.38	2.35	2.35	2.35	2.33	2.29	2.28	2.29	2.21	
Machinery (except electrical).....	2.51	2.50	2.49	2.49	2.49	2.49	2.47	2.47	2.47	2.46	2.46	2.45	2.44	2.42	2.33	
Electrical machinery.....	2.26	2.26	2.25	2.26	2.25	2.24	2.24	2.23	2.23	2.22	2.20	2.18	2.17	2.16	2.11	
Transportation equipment.....	2.71	2.71	2.68	2.67	2.66	2.64	2.64	2.64	2.64	2.64	2.64	2.60	2.62	2.58	2.47	
Instruments and related products.....	2.31	2.30	2.31	2.31	2.30	2.29	2.28	2.28	2.27	2.26	2.25	2.24	2.23	2.22	2.15	
Miscellaneous manufacturing.....	1.89	1.89	1.88	1.89	1.89	1.89	1.88	1.89	1.89	1.88	1.84	1.83	1.84	1.80		
Nondurable goods.....	2.03	2.02	2.01	2.02	2.01	2.01	2.01	2.00	1.99	1.98	1.97	1.96	1.95	1.94	1.89	
Food and kindred products.....	2.09	2.05	2.07	2.09	2.10	2.11	2.12	2.11	2.10	2.10	2.08	2.05	2.02	2.02	1.94	
Tobacco manufactures.....	1.59	1.55	1.69	1.79	1.79	1.78	1.78	1.71	1.69	1.69	1.68	1.67	1.56	1.64	1.57	
Textile-mill products.....	1.58	1.57	1.57	1.57	1.58	1.57	1.56	1.56	1.54	1.54	1.53	1.53	1.53	1.52	1.47	
Apparel and other finished textile products.....	1.56	1.55	1.54	1.52	1.52	1.51	1.50	1.53	1.52	1.51	1.50	1.50	1.49	1.49	1.49	
Paper and allied products.....	2.20	2.20	2.19	2.18	2.17	2.15	2.14	2.14	2.14	2.14	2.12	2.12	2.12	2.09	2.02	
Printing and publishing.....	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	
Chemicals and allied products.....	2.46	2.47	2.47	2.47	2.45	2.42	2.40	2.40	2.40	2.39	2.39	2.37	2.36	2.34	2.26	
Products of petroleum and coal.....	2.83	2.85	2.83	2.85	2.84	2.84	2.87	2.85	2.85	2.86	2.85	2.84	2.80	2.81	2.69	
Rubber products.....	2.47	2.45	2.44	2.46	2.45	2.45	2.42	2.41	2.41	2.42	2.41	2.39	2.38	2.36	2.28	
Leather and leather products.....	1.63	1.62	1.61	1.61	1.62	1.63	1.62	1.61	1.60	1.60	1.59	1.59	1.58	1.58	1.53	

<sup>1</sup> For comparability of data with those published in issues prior to August 1958, see footnote 1, table A-2.

<sup>2</sup> Preliminary.

<sup>3</sup> Covers premium overtime hours of production and related workers during the pay period ending nearest the 15th of the month. Overtime hours are those for which premiums were paid because the hours were in excess of the number of hours of either the straight-time workday or workweek. Weekend and holiday hours are included only if premium wage rates were paid. Hours

for which only shift differential, hazard, incentive, or other similar types of premiums were paid are excluded. These data are not available prior to 1956.

<sup>4</sup> Derived by assuming that overtime hours are paid at the rate of time and one-half.

<sup>5</sup> Not available as average overtime rates are significantly above time and one-half. Inclusion of data for the group in the nondurable-goods total has little effect.

TABLE C-3. Indexes of aggregate weekly man-hours and payrolls in industrial and construction activities <sup>1</sup>

(1947-49=100)

Activity	1960												1959		Annual average	
															1959	1958
	Nov. <sup>1</sup>	Oct. <sup>1</sup>	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1959	1958	
Man-hours																
Total.....	97.1	101.0	102.1	102.4	101.3	102.3	100.8	98.4	97.4	98.4	99.5	102.4	100.1	100.7	94.3	
Mining.....	60.9	62.5	62.9	64.9	63.8	66.8	66.2	66.5	64.9	63.8	64.0	67.3	64.1	65.4	67.9	
Contract construction.....	121.2	138.7	139.3	144.9	142.9	135.5	126.3	114.3	94.9	98.5	101.6	118.9	123.3	123.4	118.2	
Manufacturing.....	96.1	98.1	99.4	98.8	97.8	99.9	99.4	98.3	99.9	100.8	101.6	102.4	99.2	99.8	92.6	
Durable goods.....	101.2	102.7	103.4	101.7	102.4	106.1	106.5	105.8	108.1	109.3	110.3	109.8	103.4	105.6	98.9	
Ordnance and accessories.....	323.2	316.1	322.2	311.7	313.0	319.7	326.3	325.9	336.4	332.3	332.1	334.7	325.9	325.3	303.0	
Lumber and wood products.....	72.1	75.3	78.1	78.6	78.0	81.8	77.7	74.2	70.6	72.4	72.2	76.9	78.7	78.4	72.7	
Furniture and fixtures.....	105.4	109.3	110.0	110.6	106.2	108.7	107.5	108.0	105.7	109.2	109.3	113.8	111.4	108.7	97.2	
Stone, clay, and glass products.....	99.3	102.1	103.0	104.9	103.8	105.9	104.6	102.4	100.1	101.3	101.2	105.0	105.4	104.6	94.7	
Primary metal industries.....	82.4	83.5	84.7	85.4	88.0	92.9	95.2	96.0	103.1	104.3	105.1	105.2	93.1	91.1	83.7	
Fabricated metal products.....	104.6	107.6	108.2	106.8	105.3	106.2	108.5	106.2	109.8	111.3	112.3	110.6	101.9	108.7	101.1	
Machinery (except electrical).....	93.6	94.7	96.1	97.1	99.7	102.7	103.3	103.5	105.4	105.3	105.1	104.8	100.0	101.0	88.9	
Electrical machinery.....	135.1	132.8	137.1	134.1	130.1	134.2	133.1	131.7	137.3	138.4	141.5	142.7	139.3	132.6	115.9	
Transportation equipment.....	116.8	117.7	113.9	102.4	110.9	114.1	119.8	117.7	123.8	127.0	130.1	119.2	100.5	120.4	111.6	
Instruments and related products.....	115.5	116.0	116.3	118.1	116.3	119.4	118.8	118.7	121.0	119.8	120.6	123.5	122.4	117.1	105.4	
Miscellaneous manufacturing.....	106.0	108.5	107.0	106.4	99.3	104.8	102.9	100.5	102.4	100.3	98.5	103.5	108.7	101.1	92.7	
Nondurable goods.....	90.0	92.7	94.6	95.3	92.3	92.5	90.9	89.4	90.1	90.5	91.2	93.6	94.2	93.0	88.7	
Food and kindred products.....	83.1	90.2	97.4	94.1	87.5	82.4	78.5	76.4	74.1	74.4	77.5	81.4	84.7	83.7	84.2	
Tobacco manufactures.....	75.6	93.5	97.2	76.4	64.2	66.3	64.5	61.8	61.6	68.4	74.6	79.6	77.9	77.1	77.7	
Textile-mill products.....	67.8	68.6	68.5	71.8	70.9	73.4	72.9	71.8	71.7	72.5	72.9	74.6	74.8	74.4	69.2	
Apparel and other finished textile products.....	99.8	102.1	103.1	108.0	102.5	104.7	104.2	100.9	106.4	107.1	104.6	107.0	108.0	105.1	98.8	
Paper and allied products.....	108.7	111.0	112.3	112.6	110.9	113.0	112.0	110.2	110.3	110.2	111.6	112.9	113.6	112.7	108.0	
Printing and publishing.....	118.2	118.8	118.0	115.8	114.7	115.1	115.0	113.4	114.7	113.4	113.7	117.5	115.3	112.8	109.0	
Chemicals and allied products.....	104.9	105.4	105.1	105.1	105.6	107.1	107.8	109.8	105.7	105.2	104.9	106.5	106.5	104.3	99.2	
Products of petroleum and coal.....	80.1	80.9	82.3	82.7	84.2	84.7	83.6	83.6	82.4	82.7	82.1	83.1	83.4	84.1	84.2	
Rubber products.....	96.7	99.0	97.1	98.3	97.7	100.8	98.7	96.6	102.9	104.9	106.3	106.5	104.2	103.5	92.0	
Leather and leather products.....	85.6	84.3	85.0	93.0	91.2	90.1	84.2	82.6	89.7	90.2	91.9	92.1	91.0	92.2	86.0	
Payrolls																
Mining.....	-----	101.4	101.6	104.5	103.3	108.4	107.8	108.7	106.5	104.4	105.4	110.5	104.4	105.0	104.9	
Contract construction.....	-----	259.0	259.4	267.9	262.8	246.9	230.5	207.9	176.1	180.2	185.4	214.8	221.8	216.9	200.8	
Manufacturing.....	167.3	170.0	172.5	169.2	169.0	172.5	171.5	168.8	172.6	173.9	175.5	175.4	166.8	167.2	148.7	

<sup>1</sup> For comparability of data with those published in issues prior to August 1958, see footnote 1, table A-2.

For mining and manufacturing, data refer to production and related workers; for contract construction, to construction workers.

<sup>2</sup> Preliminary.

TABLE C-4. Gross and spendable average weekly earnings of production workers in manufacturing, in current and 1947-49 dollars <sup>1</sup>

Item	1960										1959			Annual average	
	Oct. <sup>1</sup>	Sept.	Aug. <sup>1</sup>	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	1959	1958
<i>Manufacturing</i>															
Gross average weekly earnings:															
Current dollars.....	\$91.08	\$91.08	\$90.35	\$91.14	\$91.60	\$91.37	\$89.60	\$90.91	\$91.14	\$92.29	\$92.16	\$88.98	\$89.06	\$89.47	\$83.50
1947-49 dollars.....	71.55	71.83	71.37	71.99	72.41	72.34	71.00	72.32	72.56	73.60	73.43	70.84	70.96	71.81	67.61
Spendable average weekly earnings:															
Worker with no dependents:															
Current dollars.....	73.62	73.62	73.06	73.67	74.03	73.85	72.48	73.49	73.67	74.56	74.92	72.45	72.51	72.83	68.46
1947-49 dollars.....	57.83	58.06	57.71	58.19	58.52	58.47	57.43	58.46	58.65	59.46	59.70	57.68	57.78	58.45	55.43
Worker with 3 dependents:															
Current dollars.....	81.18	81.18	80.61	81.23	81.59	81.41	80.01	81.05	81.23	82.14	82.50	79.97	80.03	80.36	75.88
1947-49 dollars.....	63.77	64.02	63.67	64.16	64.50	64.46	63.40	64.48	64.67	65.50	65.74	63.67	63.77	64.49	61.44

<sup>1</sup> See footnote 1, table C-3.

Spendable average weekly earnings are obtained by deducting from gross average weekly earnings, Federal social security and income taxes for which the worker is liable. The amount of tax liability depends, of course, on the number of dependents supported by the worker as well as on the level of his gross income. Spendable earnings have been computed for 2 types of income receivers: (1) a worker with no dependents; and (2) a worker with 3 dependents. The primary value of the spendable series is that of measuring relative changes in disposable earnings for 2 types of income receivers. The computations of spendable earnings for both the worker with no dependents and the worker with 3 dependents are based upon the gross average

weekly earnings for all production workers in manufacturing without direct regard to marital status, family composition, or other sources of income. Gross and spendable average weekly earnings expressed in 1947-49 dollars indicate changes in the level of average weekly earnings after adjustment for changes in purchasing power as measured by the Bureau's Consumer Price Index.

<sup>2</sup> Preliminary.

NOTE: For a description of these series, see The Calculation and Uses of the Spendable Earnings Series (in Monthly Labor Review, January 1959, pp. 50-54).

## D.—Consumer and Wholesale Prices

TABLE D-1. Consumer Price Index<sup>1</sup>—All-city average: All items, groups, subgroups, and special groups of items

[1947-49=100]

Group	1950											1959		Annual average	
	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1959	1958
All items.....	127.4	127.3	126.8	126.6	126.6	126.5	126.3	126.2	125.7	125.6	125.4	125.5	125.6	124.6	123.5
Food <sup>2</sup> .....	121.1	120.9	120.2	120.1	120.6	120.3	119.7	119.5	117.7	117.4	117.6	117.8	117.9	118.3	120.3
Food at home.....	118.4	118.2	117.4	117.4	117.9	117.7	117.0	116.7	114.7	114.4	114.7	115.0	115.1	115.9	118.8
Cereals and bakery products.....	138.6	138.5	137.8	137.7	137.5	136.1	135.6	135.8	135.5	135.2	134.8	134.5	134.2	134.2	133.1
Meats, poultry, and fish.....	109.9	110.0	110.2	111.3	110.8	110.3	109.7	109.3	107.2	106.2	106.4	106.6	107.0	110.7	115.1
Dairy products.....	118.9	118.4	117.5	116.6	115.8	115.0	115.0	115.3	116.4	116.5	116.5	116.7	116.0	114.3	113.5
Fruits and vegetables.....	126.2	124.8	124.6	127.3	134.4	136.1	132.9	129.9	125.0	125.9	125.7	125.5	123.4	125.1	127.1
Other foods at home <sup>3</sup> .....	111.6	112.0	109.3	106.5	104.8	104.5	104.9	106.1	103.4	102.9	104.5	105.4	106.4	106.1	112.4
Housing <sup>4</sup> .....	132.1	132.2	132.0	131.5	131.3	131.2	131.2	131.4	131.3	131.2	130.7	130.4	130.4	129.2	127.7
Rent.....	142.7	142.5	142.1	141.9	141.8	141.6	141.4	141.4	141.2	141.0	140.9	140.8	140.5	139.7	137.7
Gas and electricity.....	125.7	125.7	125.7	124.9	124.8	124.7	124.7	124.4	124.1	124.0	123.2	122.7	121.7	119.9	117.0
Solid fuels and fuel oil.....	136.3	136.1	134.8	133.4	132.9	132.3	132.9	136.3	137.2	139.0	139.0	137.3	135.9	136.6	134.9
Housefurnishings.....	104.0	104.0	104.1	103.5	104.1	104.3	104.3	104.7	104.7	104.3	104.0	104.2	104.4	103.9	103.9
Household operation.....	138.3	138.1	138.0	137.6	137.4	137.3	137.2	137.0	136.9	136.3	135.9	135.5	135.4	134.3	131.4
Apparel.....	110.7	111.0	110.6	109.3	109.1	108.9	108.9	108.9	108.8	108.4	107.9	109.2	109.4	107.9	107.0
Men's and boys'.....	112.0	112.2	112.2	110.5	110.2	109.8	109.7	109.5	108.9	108.7	108.8	109.1	109.1	108.4	108.6
Women's and girls'.....	101.4	101.8	101.1	99.7	99.4	99.1	99.4	99.6	99.6	99.3	98.0	100.3	100.9	99.5	99.1
Footwear.....	140.3	140.5	140.2	139.9	139.8	140.1	139.8	139.8	139.7	139.7	139.4	139.7	139.2	135.2	129.8
Other apparel <sup>5</sup> .....	94.1	93.9	93.8	93.1	93.1	93.1	93.2	92.9	93.0	92.8	92.2	93.1	93.3	92.3	92.0
Transportation.....	146.5	146.1	144.7	146.2	145.9	145.8	145.6	146.1	146.5	*147.5	*147.6	148.7	149.0	146.3	140.5
Private.....	134.4	134.1	132.8	134.4	134.2	134.1	133.9	134.4	134.9	*136.0	*136.3	137.5	137.9	135.2	129.7
Public.....	204.3	202.6	201.7	200.7	200.3	199.7	199.4	199.4	199.4	199.4	197.2	197.2	196.0	193.9	188.0
Medical care.....	157.9	157.3	156.9	156.7	156.4	156.1	155.9	155.5	155.0	154.7	153.5	153.2	153.0	150.8	144.6
Personal care.....	133.9	134.0	133.9	133.8	133.4	133.2	133.2	132.9	132.7	132.6	132.7	132.9	132.7	131.2	128.6
Reading and recreation.....	122.5	121.9	122.1	121.9	121.6	121.1	121.4	121.1	120.9	120.6	120.3	120.4	120.0	118.6	116.7
Other goods and services.....	132.7	132.7	132.7	132.4	132.2	132.0	131.9	131.9	131.7	131.8	131.8	131.7	131.6	129.7	127.2
Special groups:															
All items less food.....	130.8	130.7	130.3	130.1	129.9	129.7	129.7	129.8	129.7	129.7	129.4	129.5	129.5	127.9	125.5
All items less shelter.....	125.0	124.8	124.3	124.1	124.2	124.0	123.8	123.7	123.1	123.0	122.9	123.1	123.1	122.2	121.2
All commodities less food.....	115.9	115.9	115.6	115.5	115.4	115.3	115.3	115.6	115.7	116.0	115.9	116.4	116.5	115.1	113.4
All commodities.....	118.3	118.2	117.7	117.6	117.7	117.3	117.4	116.7	116.7	116.7	116.7	117.1	117.2	116.6	116.3
Nondurables <sup>6</sup> .....	120.9	120.7	120.3	119.9	120.0	119.8	119.4	119.4	118.3	118.0	118.1	118.5	118.6	118.1	118.6
Nondurables less food.....	121.1	120.9	120.9	120.1	119.9	119.6	119.4	119.7	119.6	119.4	119.2	119.9	119.8	118.3	116.9
Nondurables less food and apparel.....	130.0	129.5	129.8	129.4	129.2	128.7	128.4	129.0	128.9	128.8	128.9	129.1	128.9	127.3	125.6
Durables <sup>7</sup> .....	110.7	110.9	110.0	111.0	111.1	111.5	111.9	112.1	112.5	*113.3	*113.3	113.8	114.1	113.9	110.5
Durables less cars.....	102.8	102.8	103.0	103.0	103.0	103.2	103.5	103.6	103.6	103.4	103.4	103.3	103.4	103.3	103.4
All services <sup>8</sup> .....	151.3	151.2	150.8	150.3	150.0	149.7	149.6	149.4	149.2	148.9	148.2	147.8	147.6	145.8	142.4
All services less rent.....	153.6	153.4	153.0	152.5	152.1	151.8	151.7	151.5	151.3	150.9	150.1	149.7	149.5	147.5	143.8
Household operation services, gas, and electricity.....	140.1	140.1	139.8	139.2	139.1	138.9	138.8	138.5	138.3	137.8	137.2	136.7	136.3	134.8	131.4
Transportation services.....	187.0	186.3	185.8	185.2	184.9	184.5	184.3	184.2	183.9	183.6	182.7	182.7	182.2	180.3	174.1
Medical care services.....	165.1	164.3	163.6	163.3	163.0	162.5	162.4	161.9	161.3	160.8	159.5	159.2	158.8	156.3	149.2
Other services.....	136.7	136.8	136.5	136.0	135.5	135.1	135.2	135.0	134.9	134.7	134.1	133.6	133.7	131.7	129.6

<sup>1</sup> The Consumer Price Index measures the average change in prices of goods and services purchased by urban wage-earner and clerical-worker families. Data for 46 large, medium-size, and small cities are combined for the all-city average.

<sup>2</sup> In addition to subgroups shown here, total food includes restaurant meals and other food bought and eaten away from home.

<sup>3</sup> Includes eggs, fats and oils, sugar and sweets, beverages (nonalcoholic), and other miscellaneous foods.

<sup>4</sup> In addition to subgroups shown here, total housing includes the purchase price of homes and other homeowner costs.

<sup>5</sup> Includes yard goods, diapers, and miscellaneous items.

<sup>6</sup> Revised.  
<sup>7</sup> Includes food, house paint, solid fuels, fuel oil, textile housefurnishings, household paper, electric light bulbs, laundry soap and detergents, apparel

(except shoe repairs), gasoline, motor oil, prescriptions and drugs, toilet goods, nondurable toys, newspapers, cigarettes, cigars, beer, and whiskey.

<sup>8</sup> Includes water heaters, central heating furnaces, kitchen sinks, sink faucets, porch flooring, household appliances, furniture and bedding, floor coverings, dinnerware, automobiles, tires, radio and television sets, durable toys, and sporting goods.

<sup>9</sup> Includes rent, home purchase, real estate taxes, mortgage interest, property insurance, repainting garage, repainting rooms, reshingling roof, refinishing floors, gas, electricity, dry cleaning, laundry service, domestic service, telephone, water, postage, shoe repairs, auto repairs, auto insurance, auto registration, transit fares, railroad fares, professional medical services, hospital services, hospitalization and surgical insurance, barber and beauty shop services, television repairs, and motion picture admissions.

TABLE D-2. Consumer Price Index <sup>1</sup>—All items and food indexes, by city

[1947-49=100]

City	1960											1959		Annual average	
	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1959	1958
All Items															
All-city average <sup>2</sup> .....	127.4	127.3	126.8	126.6	126.6	126.5	126.3	126.2	125.7	125.6	125.4	125.5	125.6	124.6	123.5
Atlanta, Ga.....	(1)	(1)	127.9	(1)	(1)	127.1	(1)	(1)	126.7	(1)	(1)	126.4	(1)	125.4	124.5
Baltimore, Md.....	(1)	(1)	128.7	(1)	(1)	128.3	(1)	(1)	127.7	(1)	(1)	127.2	(1)	126.5	124.5
Boston, Mass.....	(1)	129.1	(1)	(1)	128.7	(1)	(1)	128.8	(1)	(1)	126.4	(1)	(1)	125.8	124.8
Chicago, Ill.....	130.5	130.7	130.4	130.3	130.4	130.1	129.6	129.5	129.2	129.1	128.9	129.0	129.1	128.1	127.0
Cincinnati, Ohio.....	(1)	(1)	124.8	(1)	(1)	124.6	(1)	(1)	123.6	(1)	(1)	123.8	(1)	123.1	122.3
Cleveland, Ohio.....	127.9	(1)	(1)	127.4	(1)	(1)	127.1	(1)	(1)	126.1	(1)	(1)	126.4	125.6	124.8
Detroit, Mich.....	125.7	125.7	125.4	125.6	125.8	125.1	124.3	124.2	123.9	123.9	123.4	124.0	124.1	123.8	123.9
Houston, Tex.....	126.4	(1)	(1)	126.1	(1)	(1)	125.1	(1)	(1)	123.6	(1)	(1)	125.4	124.6	123.6
Kansas City, Mo.....	(1)	128.2	(1)	(1)	127.9	(1)	(1)	126.6	(1)	(1)	127.0	(1)	(1)	125.9	124.1
Los Angeles, Calif.....	130.6	130.3	129.8	129.2	129.5	129.7	129.8	130.1	129.3	128.8	129.1	128.9	128.8	127.4	125.4
Minneapolis, Minn.....	(1)	128.5	(1)	(1)	127.5	(1)	(1)	127.1	(1)	(1)	126.2	(1)	(1)	125.6	124.3
New York, N.Y.....	126.5	126.1	125.5	125.3	124.8	124.9	124.9	124.7	124.5	124.4	124.1	124.2	124.1	122.8	121.1
Philadelphia, Pa.....	127.9	127.7	127.2	126.8	126.9	126.4	126.4	126.4	126.0	125.5	125.5	126.5	126.2	124.5	123.1
Pittsburgh, Pa.....	(1)	129.0	(1)	(1)	128.9	(1)	(1)	127.9	(1)	(1)	126.6	(1)	(1)	125.5	124.0
Portland, Oreg.....	(1)	127.2	(1)	(1)	127.5	(1)	(1)	127.5	(1)	(1)	127.2	(1)	(1)	126.7	124.4
St. Louis, Mo.....	(1)	(1)	127.4	(1)	(1)	127.2	(1)	(1)	126.3	(1)	(1)	126.6	(1)	125.3	124.7
San Francisco, Calif.....	(1)	(1)	133.0	(1)	(1)	132.4	(1)	(1)	131.6	(1)	(1)	131.8	(1)	130.0	127.5
Scranton, Pa.....	123.9	(1)	(1)	121.8	(1)	(1)	122.1	(1)	(1)	121.4	(1)	(1)	121.5	120.8	120.2
Seattle, Wash.....	130.5	(1)	(1)	129.8	(1)	(1)	129.7	(1)	(1)	129.0	(1)	(1)	129.2	128.2	125.8
Washington, D.C.....	123.8	(1)	(1)	123.2	(1)	(1)	123.1	(1)	(1)	121.9	(1)	(1)	121.7	121.7	121.1
Food															
All-city average <sup>2</sup> .....	121.1	120.9	120.2	120.1	120.6	120.3	119.7	119.5	117.7	117.4	117.6	117.8	117.9	118.3	120.3
Atlanta, Ga.....	118.7	118.7	118.2	118.1	117.4	117.6	116.8	116.8	115.0	114.1	114.5	114.2	114.3	115.7	118.0
Baltimore, Md.....	120.7	121.0	120.1	120.7	121.2	121.2	120.5	119.7	118.2	116.7	116.2	117.4	117.5	118.0	120.9
Boston, Mass.....	120.5	120.3	120.4	119.9	120.4	119.0	118.6	119.2	118.3	117.7	117.4	118.3	119.4	118.7	119.7
Chicago, Ill.....	118.7	118.6	118.1	118.4	119.3	118.8	117.2	116.7	115.1	114.4	115.2	114.6	115.3	115.8	117.3
Cincinnati, Ohio.....	121.9	122.6	121.3	120.8	121.9	121.5	120.4	120.4	117.8	117.8	117.7	118.2	118.4	118.8	122.1
Cleveland, Ohio.....	117.1	117.0	116.2	116.7	117.0	117.1	116.4	115.8	113.4	112.9	113.1	113.4	113.1	114.1	117.2
Detroit, Mich.....	119.4	119.6	118.9	120.0	120.6	120.0	119.0	119.1	116.5	115.7	115.8	116.3	116.9	117.5	121.1
Houston, Tex.....	116.5	116.2	115.8	115.8	115.6	114.8	114.4	114.8	113.0	113.3	113.6	113.5	113.9	114.7	117.0
Kansas City, Mo.....	114.5	113.9	113.1	112.9	113.9	114.0	112.7	112.4	110.7	110.4	111.3	111.4	111.3	112.2	114.4
Los Angeles, Calif.....	127.3	127.0	126.5	125.5	126.6	126.4	126.1	126.8	124.4	123.7	125.2	123.6	123.6	123.5	123.3
Minneapolis, Minn.....	119.2	119.7	118.6	118.7	118.9	119.3	118.1	118.6	116.6	116.5	117.0	117.3	117.9	118.0	118.6
New York, N.Y.....	123.6	123.2	122.5	122.5	121.9	121.8	121.4	120.7	120.8	120.5	120.8	120.7	120.7	120.3	120.9
Philadelphia, Pa.....	123.9	124.0	123.1	123.0	123.1	122.6	121.7	121.2	120.0	119.1	119.5	120.1	120.6	120.9	123.1
Pittsburgh, Pa.....	122.4	122.6	121.9	121.0	123.1	122.1	122.2	121.0	118.4	118.6	118.7	119.1	119.6	119.8	121.8
Portland, Oreg.....	121.4	121.3	121.1	120.4	121.7	121.3	120.4	121.2	120.0	120.2	121.2	121.0	120.7	120.7	120.7
St. Louis, Mo.....	120.7	120.2	118.9	119.6	119.9	119.6	118.5	118.0	116.7	117.5	116.2	117.6	117.7	118.7	121.2
San Francisco, Calif.....	125.5	125.0	125.2	124.0	124.7	124.2	124.3	124.6	122.7	122.2	123.6	123.1	122.3	122.6	123.1
Scranton, Pa.....	117.0	117.0	115.9	114.8	115.7	116.5	115.8	115.5	113.9	113.0	113.5	113.9	114.3	115.4	118.4
Seattle, Wash.....	123.4	123.3	123.2	123.1	123.0	122.6	122.6	122.8	120.9	121.0	121.4	121.1	120.8	120.8	121.3
Washington, D.C.....	121.2	121.6	120.8	120.1	120.9	120.9	120.4	119.5	117.9	117.2	117.3	118.1	118.0	119.0	121.6

<sup>1</sup> See footnote 1, table D-1. Indexes measure time-to-time changes in prices of goods and services purchased by urban wage-earner and clerical-worker families. They do not indicate whether it costs more to live in one city than in another.

<sup>2</sup> Average of 46 cities.

<sup>3</sup> All items indexes are computed monthly for 5 cities and once every 3 months on a rotating cycle for 15 other cities.

<sup>4</sup> Revised.

TABLE D-3. Indexes of wholesale prices,<sup>1</sup> by group and subgroup of commodities  
[1947-49=100, unless otherwise specified]

Commodity group	1960												1959		Annual average	
	Nov. <sup>1</sup>	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1959	1958	
All commodities	119.6	119.6	119.2	119.2	119.7	119.5	119.7	120.0	120.0	119.3	119.3	118.9	118.9	119.5	119.2	
Farm products and processed foods	99.7	99.5	98.1	97.4	99.1	98.6	99.1	99.2	99.1	96.6	96.3	95.5	95.4	98.2	103.1	
Farm products	89.9	89.5	87.7	86.6	88.9	89.0	90.4	91.1	90.4	87.0	86.5	85.9	85.4	89.1	94.9	
Fresh and dried fruits and vegetables	107.5	109.2	104.7	98.7	112.9	109.7	111.9	111.5	104.4	100.5	104.9	107.9	103.2	107.7	112.0	
Grains	70.3	73.5	74.9	74.3	75.5	77.5	77.8	79.4	78.2	76.7	77.2	76.1	76.5	77.3	79.5	
Livestock and live poultry	81.8	80.7	79.0	80.7	84.1	85.1	85.8	85.7	86.2	80.8	78.5	76.0	75.3	85.1	92.9	
Plant and animal fibers	90.8	90.8	92.1	92.2	96.4	96.7	96.6	96.3	96.0	96.1	95.9	95.7	94.7	98.2	101.5	
Fluid milk	102.3	101.5	99.8	97.0	95.5	93.3	92.7	93.5	92.7	99.0	99.3	98.3	98.2	94.4	94.6	
Eggs	108.1	98.9	85.5	76.4	65.4	64.2	69.6	80.2	75.8	58.4	56.9	62.8	63.4	65.6	81.7	
Hay, hayseeds, and oilseeds	72.5	72.2	72.3	73.7	73.5	74.4	76.5	76.3	76.7	77.1	77.5	76.3	76.3	76.6	78.9	
Other farm products	129.1	130.4	129.5	123.6	127.7	128.0	128.3	128.6	127.9	128.9	127.4	127.5	131.7	132.6	140.4	
Processed foods	109.1	109.0	108.1	107.8	108.9	107.6	107.3	106.8	107.3	105.7	105.6	104.7	104.9	107.0	110.9	
Cereal and bakery products	123.1	123.1	122.4	122.0	122.5	121.2	121.2	121.0	120.9	120.8	120.6	120.7	120.4	119.3	117.9	
Meats, poultry, and fish	96.6	97.8	96.0	96.8	96.5	98.1	98.5	96.7	97.8	93.1	92.4	90.5	90.8	98.2	106.7	
Dairy products and ice cream	121.7	121.3	120.5	118.0	117.3	116.0	114.9	115.6	117.7	118.4	118.8	118.1	117.7	114.3	112.7	
Canned and frozen fruits and vegetables	109.8	109.1	107.9	106.8	107.5	106.9	106.3	105.8	105.8	105.0	104.5	104.6	106.4	109.0	109.7	
Sugar and confectionery	117.5	117.1	117.9	116.9	117.2	114.3	114.3	114.1	113.7	113.9	113.8	113.6	116.7	115.1	115.6	
Packaged beverage materials	140.9	140.9	140.9	140.9	143.5	145.2	145.2	145.2	145.2	145.2	145.2	145.2	145.2	146.5	165.7	
Animal fats and oils	66.2	62.0	60.0	66.0	62.1	59.9	56.0	57.6	53.1	49.4	48.7	50.1	54.2	54.0	72.0	
Crude vegetable oils	53.1	49.9	48.7	51.6	50.3	50.3	48.7	47.5	45.2	45.3	46.0	45.0	45.8	53.1	62.1	
Refined vegetable oils	59.8	57.4	55.2	56.8	55.5	56.3	57.0	56.7	55.6	54.5	54.8	52.5	52.6	58.0	67.9	
Vegetable oil end products	76.1	75.2	74.7	73.3	72.7	71.5	71.5	71.5	71.5	71.2	71.2	71.1	71.9	74.0	82.8	
Other processed foods	102.8	100.5	101.4	101.7	103.3	103.9	102.2	102.8	101.7	101.6	103.9	100.0	98.3	96.7	96.6	
All commodities except farm products	124.5	124.6	124.4	124.6	124.8	124.6	124.5	124.9	124.9	124.7	124.8	124.4	124.4	124.5	123.3	
All commodities except farm and foods	127.8	128.0	127.9	128.2	128.2	128.2	128.2	128.7	128.6	128.7	128.8	128.8	128.5	128.2	126.0	
Textile products and apparel	95.5	95.8	95.9	96.1	96.3	96.3	96.3	96.3	96.3	96.5	96.6	96.7	96.3	95.0	93.5	
Cotton products	91.7	92.8	93.4	94.3	94.7	94.8	94.8	95.0	95.6	95.8	95.9	95.0	94.0	91.7	88.4	
Wool products	101.2	101.1	101.2	101.5	101.8	102.1	102.4	102.7	102.8	103.2	104.0	104.2	103.7	101.6	100.8	
Manmade fiber textile products	78.5	78.5	78.6	78.9	79.6	79.6	79.7	79.4	79.4	79.8	79.4	81.3	81.4	81.1	80.2	
Silk products	125.9	128.5	128.4	126.8	123.3	121.6	118.7	118.0	116.6	119.5	122.0	121.7	117.4	113.5	113.5	
Apparel	101.0	101.1	101.1	101.0	101.0	100.6	100.6	100.7	100.6	100.6	100.8	100.9	100.9	100.9	93.3	
Other textile products	92.1	91.3	85.7	84.6	81.9	85.1	86.8	82.5	80.5	79.8	79.3	79.4	78.4	78.8	75.2	
Hides, skins, leather, and leather products	108.5	108.5	108.1	108.7	110.1	110.3	111.2	111.8	112.0	112.7	112.3	111.7	111.7	114.3	100.6	
Hides and skins	65.8	64.1	62.3	63.6	68.0	67.1	72.9	73.5	72.0	69.8	73.7	73.8	67.2	90.7	87.5	
Leather	97.1	98.1	97.5	98.9	102.2	103.0	103.5	104.7	102.8	104.8	105.5	103.5	103.8	111.8	92.3	
Footwear	132.5	132.5	132.5	132.5	132.5	132.5	132.5	133.5	134.2	134.2	134.2	134.1	133.8	129.5	122.1	
Other leather products	104.2	104.0	103.9	104.7	105.6	106.4	106.7	107.3	107.3	107.2	108.0	107.8	109.3	109.0	97.5	
Fuel, power, and lighting materials	116.1	116.2	116.1	115.3	113.8	112.3	110.8	112.2	112.3	112.0	111.9	111.7	111.2	112.7	112.7	
Coal	123.0	122.5	122.4	121.3	120.3	119.5	118.7	119.5	120.0	124.1	124.1	124.1	124.0	122.6	122.9	
Coke	170.4	170.4	170.4	170.4	170.4	170.4	170.4	170.4	170.4	170.4	170.4	170.4	170.4	169.8	161.9	
Gas fuels	121.1	120.9	121.3	116.6	114.4	112.2	111.6	115.6	115.6	114.5	116.6	115.5	113.8	110.9	101.7	
Electric power	102.1	102.1	102.1	102.1	102.0	101.8	101.8	101.7	101.8	101.8	101.3	101.2	100.7	100.8	100.4	
Petroleum and products	120.6	121.0	120.7	120.0	117.9	116.0	113.6	115.4	115.0	114.6	114.4	114.3	113.9	116.6	117.7	
Chemicals and allied products	110.3	110.3	110.4	110.5	110.4	110.2	110.2	110.2	110.1	110.0	109.9	110.0	109.9	110.4	109.9	
Industrial chemicals	123.5	123.6	124.5	124.6	124.7	124.6	124.6	124.5	124.2	124.2	124.1	124.0	123.9	123.8	123.5	
Prepared paint	128.4	128.4	128.4	128.4	128.4	128.3	128.3	128.3	128.3	128.3	128.3	128.3	128.3	128.3	128.3	
Paint materials	104.8	104.5	104.6	105.0	103.8	103.2	103.0	102.9	102.8	103.0	103.0	103.1	102.9	101.9	103.6	
Drugs and pharmaceuticals	94.3	94.4	95.0	95.4	95.1	95.1	94.8	94.8	94.2	94.0	93.8	93.7	93.8	93.4	94.0	
Fats and oils, inedible	48.9	47.8	47.7	48.9	47.8	47.9	50.2	51.7	50.6	49.4	49.2	50.8	52.2	56.7	62.6	
Mixed fertilizer	112.1	112.9	112.9	112.3	110.3	110.2	110.2	110.2	110.1	110.1	109.6	109.8	109.5	110.7	110.7	
Fertilizer materials	111.8	111.1	108.4	108.4	110.6	108.8	108.8	108.8	108.8	108.8	108.8	108.7	106.6	106.9	106.0	
Other chemicals and allied products	107.4	107.3	106.7	106.7	106.4	106.4	106.4	106.4	106.5	106.5	106.5	106.8	106.8	106.6	106.8	
Rubber and rubber products	143.6	144.7	144.9	145.3	145.9	146.7	146.3	144.7	144.7	144.6	143.1	142.0	144.4	144.5	145.0	
Crude rubber	140.6	146.8	148.3	152.1	161.2	169.6	169.6	160.9	161.1	160.7	162.8	160.5	173.6	182.0	184.0	
Tires and tubes	141.3	141.3	141.3	141.3	141.3	137.0	137.0	137.0	137.0	137.0	132.2	132.2	132.2	143.4	152.4	
Other rubber products	146.8	146.8	146.6	145.9	145.6	145.6	144.5	144.5	144.6	144.6	144.6	143.0	143.0	142.2	142.7	
Lumber and wood products	116.6	117.7	118.7	119.6	121.5	122.4	123.7	124.3	124.5	124.9	125.1	124.8	125.8	125.8	117.7	
Lumber	114.8	116.3	117.9	119.2	121.6	123.1	124.9	125.7	125.9	126.1	126.1	125.9	125.8	127.1	118.0	
Millwork	135.8	135.3	135.5	130.7	137.2	136.9	136.9	136.8	137.7	137.7	137.8	137.9	138.1	139.3	128.2	
Plywood	96.1	97.1	96.4	94.7	95.5	95.5	95.7	96.1	95.9	97.0	98.2	97.2	94.5	101.2	97.1	
Pulp, paper, and allied products	133.1	133.4	133.0	133.0	133.5	133.5	133.4	133.1	133.1	133.2	133.7	134.2	132.3	132.2	131.0	
Woodpulp	121.2	121.2	121.2	121.2	121.2	121.2	121.2	121.2	121.2	121.2	121.2	121.2	121.2	121.2	121.2	
Wastepaper	77.4	77.4	77.4	77.4	82.3	82.3	83.2	88.4	89.3	93.6	106.0	109.8	109.8	112.5	88.3	
Paper	145.7	145.7	145.4	145.2	145.9	145.9	145.9	145.1	144.8	144.5	144.5	144.3	144.3	143.4	142.3	
Paperboard	132.4	135.9	135.9	135.9	135.9	135.9	135.9	135.9	135.9	135.9	135.9	135.9	135.9	136.1	136.2	
Converted paper and paperboard products	131.1	131.1	130.6	130.5	131.0	130.9	130.6	130.0	130.0	130.0	130.0	127.5	127.4	127.5	127.6	
Building paper and board	145.4	145.7	145.3	145.5	144.2	145.1	145.1	146.5	146.5	147.6	147.6	147.6	146.4	146.4	143.2	
Metals and metal products	152.4	152.8	153.5	153.6	153.4	153.8	154.2	154.5	154.5	155.3	155.5	155.2	155.8	153.6	150.4	

TABLE D-3. Indexes of wholesale prices,<sup>1</sup> by group and subgroup of commodities—Continued

(1947-49=100, unless otherwise specified)

Commodity group	1960												1959	Annual average	
	Nov. <sup>2</sup>	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1959	1958
Machinery and motive products.....	153.0	152.8	151.3	153.2	153.2	153.4	153.5	154.0	153.9	153.9	153.8	153.7	153.6	153.0	149.8
Agricultural machinery and equipment.....	148.3	146.7	146.2	146.1	146.0	145.9	145.7	145.6	145.3	145.3	144.3	144.0	143.9	143.4	139.1
Construction machinery and equipment.....	177.3	176.7	176.7	176.7	175.5	175.3	175.3	174.7	174.3	173.9	173.6	172.9	172.9	171.9	166.1
Metalworking machinery and equipment.....	181.8	181.0	180.8	179.9	179.9	179.7	179.1	178.5	178.6	177.8	177.7	177.6	177.5	174.5	170.1
General purpose machinery and equipment.....	166.2	166.5	166.9	166.4	166.6	166.4	167.8	167.9	167.7	168.2	167.8	167.9	167.5	165.3	160.0
Miscellaneous machinery.....	150.7	150.4	150.2	150.2	150.1	150.2	150.0	150.1	149.9	149.6	149.7	149.8	149.7	149.4	145.1
Electrical machinery and equipment.....	152.4	152.5	152.5	153.1	153.3	153.9	153.9	155.6	155.6	155.7	155.8	155.4	155.9	154.4	152.2
Motor vehicles.....	140.6	140.3	135.4	141.6	141.6	141.6	141.6	141.6	141.6	141.6	141.6	141.6	141.6	141.6	142.8
Furniture and other household durables.....	122.6	122.7	122.8	122.9	123.1	123.0	123.2	123.5	123.7	123.6	123.4	123.2	123.3	123.4	123.2
Household furniture.....	125.7	125.6	125.0	125.0	125.0	124.9	125.0	124.9	124.9	124.9	124.7	124.2	124.3	124.1	124.0
Commercial furniture.....	157.1	157.1	157.1	157.1	157.1	156.7	156.7	156.7	156.6	155.8	155.8	155.5	155.5	155.2	154.6
Floor coverings.....	130.5	130.5	130.5	130.6	130.6	130.6	130.8	130.8	130.6	129.6	129.6	129.6	129.3	128.1	127.8
Household appliances.....	100.6	100.9	100.9	101.1	101.7	101.7	102.1	103.1	103.2	103.3	103.3	103.7	104.1	104.7	104.7
Television, radio receivers, and phonographs.....	90.5	90.5	91.1	91.1	91.4	91.4	91.7	91.7	91.8	91.8	91.7	91.9	91.8	92.8	94.4
Other household durable goods.....	156.6	156.8	157.6	157.6	157.6	157.4	157.3	157.3	158.3	158.1	157.8	156.6	156.6	156.4	155.1
Nonmetallic minerals—structural.....	137.9	138.1	138.0	137.8	137.8	137.8	137.9	138.3	138.2	138.2	138.4	137.8	137.7	137.7	136.0
Flat glass.....	132.4	132.4	132.4	130.2	130.2	130.2	130.2	135.3	135.3	135.3	135.3	135.3	135.3	135.3	135.3
Concrete ingredients.....	142.1	142.1	142.2	142.2	142.1	142.1	142.1	142.1	142.1	142.0	142.0	140.4	140.4	140.3	139.8
Concrete products.....	131.0	131.0	131.0	131.1	131.3	131.3	131.5	131.3	131.0	131.1	130.5	130.4	130.3	129.7	128.1
Structural clay products.....	162.2	162.2	162.1	162.0	161.8	161.7	161.7	161.5	161.5	161.5	161.3	160.7	160.6	160.2	156.5
Gypsum products.....	133.2	133.2	133.2	133.2	133.2	133.2	133.2	133.2	133.2	133.1	133.1	133.1	133.1	133.1	132.1
Prepared asphalt roofing.....	106.6	106.6	106.6	106.6	106.6	106.6	106.6	106.6	106.6	107.6	107.6	113.6	113.6	113.6	112.8
Other nonmetallic minerals.....	133.8	135.0	134.5	134.6	134.6	134.6	134.6	134.6	133.7	133.7	132.8	132.5	132.5	132.4	131.2
Tobacco products and bottled beverages.....	132.0	132.0	132.0	132.0	131.8	131.7	131.7	131.7	131.7	131.7	131.7	131.7	131.7	131.4	128.2
Tobacco products.....	130.8	130.8	130.8	130.8	130.8	130.8	130.8	130.8	130.8	130.8	130.8	130.8	130.7	130.7	129.6
Alcoholic beverages.....	121.1	121.1	121.1	121.1	120.6	120.6	120.6	120.6	120.6	120.6	120.5	120.7	120.7	121.3	120.5
Nonalcoholic beverages.....	171.4	171.4	171.4	171.4	171.4	171.1	171.1	171.1	171.1	171.1	171.1	171.1	171.1	167.4	149.3
Miscellaneous products.....	90.6	90.3	91.1	89.9	90.8	90.9	91.1	93.4	94.0	93.4	93.3	94.2	93.7	94.5	94.2
Toys, sporting goods, small arms, and ammunition.....	118.6	118.6	118.6	118.5	118.6	118.3	118.3	118.3	117.8	117.8	117.7	118.0	117.7	117.5	114.0
Manufactured animal feeds.....	68.6	67.7	65.6	67.3	67.3	67.3	67.3	67.3	67.3	67.3	67.3	67.3	67.3	67.3	67.3
Notions and accessories.....	96.4	96.4	96.4	97.3	97.3	96.4	96.4	97.2	97.5	97.5	97.5	97.5	97.5	97.3	97.5
Jewelry, watches, and photographic equipment.....	110.9	110.9	110.9	110.9	110.7	110.2	110.5	110.5	110.6	110.6	110.6	109.5	108.3	108.3	107.6
Other miscellaneous products.....	132.1	132.6	132.5	132.3	132.5	132.6	132.5	132.1	131.6	131.5	131.9	131.9	131.9	132.2	132.2

<sup>1</sup> As of January 1958, new weights reflecting 1954 values were introduced into the index. Technical details furnished upon request to the Bureau.<sup>2</sup> Preliminary.<sup>3</sup> Revised.<sup>4</sup> January 1958=100.<sup>5</sup> This index was formerly tobacco manufactures and bottled beverages.<sup>6</sup> New series.TABLE D-4. Indexes of wholesale prices for special commodity groupings<sup>1</sup>

(1947-49=100)

Commodity group	1960												1959	Annual average	
	Nov. <sup>2</sup>	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1959	1958
All foods.....	108.8	108.5	106.6	105.4	106.9	105.5	106.1	105.8	105.4	102.7	103.0	102.7	102.6	104.4	109.5
All fish.....	131.5	129.4	128.1	124.4	129.9	126.5	126.6	123.3	123.4	121.9	122.7	102.7	120.7	124.5	128.5
All commodities except farm products.....	124.5	124.6	124.4	124.6	124.8	124.6	124.5	124.9	124.9	124.7	124.8	124.4	124.4	124.5	123.3
Textile products, excluding hard fiber products.....	90.5	91.2	91.6	92.2	92.7	92.8	92.8	92.9	93.2	93.5	93.5	93.7	93.1	91.4	89.1
Refined petroleum products.....	119.1	119.5	119.2	118.3	115.8	113.5	110.8	112.9	112.5	111.9	111.7	111.6	111.1	114.2	114.8
East Coast petroleum.....	111.4	112.4	111.4	111.0	109.8	109.8	110.6	110.2	110.2	112.2	111.8	109.9	108.2	108.9	110.2
Midcontinent petroleum.....	124.7	124.7	123.2	118.5	114.4	106.2	113.1	112.2	109.3	107.7	109.4	108.4	115.7	114.5	114.5
Gulf Coast petroleum.....	122.9	122.9	122.9	122.9	121.0	118.1	118.1	117.8	117.3	118.8	119.4	118.6	117.8	118.4	117.7
Pacific Coast petroleum.....	105.5	107.3	106.0	104.1	105.1	106.6	108.1	105.7	105.8	103.7	105.8	104.4	108.4	108.2	117.3
Bituminous coal, in domestic sizes.....	127.4	126.2	126.1	124.4	127.2	121.0	119.2	119.2	127.8	127.8	127.8	127.8	127.7	124.9	123.9
Softwood lumber.....	107.6	107.6	107.6	107.6	107.6	107.6	107.6	107.6	107.6	107.6	107.6	107.6	109.7	109.5	108.1
Synthetic detergents.....	103.6	103.6	101.2	101.2	101.2	101.2	101.2	101.2	101.2	101.2	101.3	101.7	101.7	101.4	101.2
Lumber and wood products, excluding millwork.....	113.4	114.8	116.0	116.8	118.9	120.2	121.7	122.5	122.6	123.0	123.2	122.9	122.2	124.5	116.2
Softwood lumber.....	112.4	114.1	116.0	117.6	120.3	122.1	124.5	125.6	126.0	126.4	126.5	126.4	126.2	128.1	117.8
Pulp, paper and products, excluding bldg. paper.....	132.8	133.1	132.7	132.7	133.3	133.2	133.1	132.8	132.7	132.8	133.3	132.0	131.9	131.8	130.7
Special metals and metal products.....	149.6	149.7	148.7	150.6	150.4	150.6	151.0	151.1	151.1	151.7	151.8	151.5	151.9	150.8	147.6
Steel mill products.....	157.4	157.6	157.6	157.6	157.7	158.1	158.3	158.3	158.3	158.3	158.3	158.3	158.3	158.2	155.1
Machinery and equipment.....	159.6	159.3	159.4	159.4	159.4	159.6	159.6	160.5	160.4	160.4	160.3	160.1	160.0	158.5	155.2
Agricultural machinery, including tractors.....	150.4	148.6	148.0	147.8	147.8	147.7	147.5	147.3	147.1	147.1	145.9	145.4	145.3	144.8	139.7
Metalworking machinery.....	188.9	187.8	187.5	186.3	186.4	186.3	185.5	185.5	185.5	184.7	184.5	184.5	184.4	181.8	178.0
Total tractors.....	158.9	157.4	156.9	156.9	155.9	155.8	155.8	155.4	155.2	154.9	155.0	154.4	154.4	153.3	147.9
Industrial valves.....	201.0	202.8	206.8	206.5	206.5	206.5	206.1	206.1	206.1	206.0	205.8	205.7	205.7	196.9	178.7
Industrial fittings.....	121.7	122.4	122.5	121.9	125.4	125.4	144.6	145.7	145.7	145.7	144.1	144.1	144.1	139.0	137.3
Antifriction bearings and components.....	132.9	132.9	132.9	132.9	132.9	133.1	134.5	134.5	134.5	134.5	134.5	134.5	134.5	136.1	141.8
Abrasive grinding wheels.....	147.6	147.6	147.6	147.6	147.6	147.6	147.6	147.6	147.6	147.6	147.6	147.6	147.6	139.2	155.9
Construction materials.....	130.2	130.5	131.1	131.4	132.1	132.9	133.9	134.3	134.5	135.0	135.2	134.9	134.6	134.6	130.5

<sup>1</sup> See footnote 1, table D-3.<sup>2</sup> Preliminary.<sup>3</sup> Revised.

NOTE: For a description of these series, see Wholesale Prices and Price Indexes, 1955, BLS Bull. 1257 (1959).

TABLE D-5. Indexes of wholesale prices,<sup>1</sup> by stage of processing and durability of product

[1947-49=100]

Commodity group	1960											1959		Annual average	
	Nov. <sup>2</sup>	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1959	1958
All commodities.....	119.6	119.6	119.2	119.2	119.7	119.5	119.7	120.0	120.0	119.3	119.3	118.9	118.9	119.5	119.2
<i>Stage of processing</i>															
Crude materials for further processing.....	93.0	93.3	92.9	92.7	94.8	95.3	96.0	96.3	96.4	94.8	94.6	93.4	93.6	96.7	99.4
Crude foodstuffs and feedstuffs.....	85.1	85.1	83.9	83.8	86.1	86.8	87.5	88.0	88.0	84.7	83.7	82.1	81.8	86.8	92.8
Crude nonfood materials except fuel.....	104.1	104.8	106.1	105.9	107.7	108.2	108.9	108.8	108.8	110.5	111.7	111.4	112.8	112.2	108.4
Crude nonfood materials, except fuel, for manufacturing.....	101.8	102.7	104.0	103.8	105.8	106.3	107.1	107.0	106.9	108.8	110.1	109.9	111.4	110.8	106.8
Crude nonfood materials, except fuel, for construction.....	142.1	142.1	142.2	142.2	142.1	142.1	142.1	142.1	142.0	140.4	140.4	140.4	140.3	140.3	139.0
Crude fuel.....	126.5	126.0	126.1	124.1	122.7	121.5	120.7	122.0	125.7	125.6	126.0	125.7	125.2	123.4	121.2
Crude fuel for manufacturing.....	126.0	125.5	125.6	123.6	122.2	121.1	120.3	121.5	125.2	124.9	125.5	125.2	124.7	122.9	120.9
Crude fuel for nonmanufacturing.....	127.3	126.9	127.0	124.8	123.4	122.2	121.4	122.8	126.5	126.3	126.9	126.6	126.0	124.1	121.8
Intermediate materials, supplies, and components.....	126.4	126.6	126.8	126.8	127.0	127.0	127.1	127.6	127.5	127.4	127.5	127.3	127.3	127.0	125.3
Intermediate materials and components for manufacturing.....	128.2	128.4	128.8	128.7	129.0	129.1	129.2	129.5	129.4	129.5	129.5	129.4	129.5	129.0	127.2
Intermediate materials for food manufacturing.....	101.7	100.7	100.0	99.6	100.1	99.0	98.6	98.3	97.9	97.2	97.4	97.0	97.8	98.5	102.2
Intermediate materials for nondurable manufacturing.....	105.6	105.9	106.2	106.5	106.9	106.8	106.8	106.9	106.8	106.9	106.9	107.0	106.8	106.4	104.7
Intermediate materials for durable manufacturing.....	156.7	157.2	157.7	157.8	158.1	158.4	158.8	159.0	158.9	159.0	159.0	158.6	159.0	157.9	154.3
Components for manufacturing.....	149.2	149.4	149.4	149.6	149.6	150.3	150.8	152.0	152.0	152.4	152.1	152.5	152.4	151.5	149.5
Materials and components for construction.....	133.8	134.2	134.6	134.8	135.3	135.8	136.4	136.7	136.9	137.1	137.2	136.9	136.7	136.5	132.9
Processed fuels and lubricants.....	111.6	111.7	111.4	111.0	109.6	108.3	108.3	107.3	106.8	106.1	105.4	105.3	105.0	106.0	106.8
Processed fuels and lubricants for manufacturing.....	111.2	111.3	111.0	110.6	109.4	108.3	108.3	107.4	106.9	106.4	105.9	105.6	105.0	105.6	105.8
Processed fuels and lubricants for nonmanufacturing.....	112.2	112.4	112.1	111.8	109.9	108.4	105.6	107.4	106.6	105.5	104.7	104.7	105.1	106.8	107.7
Containers, nonreturnable.....	139.3	139.2	138.5	138.3	138.9	139.1	138.2	138.4	138.3	137.9	136.3	136.2	136.7	137.4	137.4
Supplies.....	115.2	115.1	115.4	114.8	115.3	115.4	115.4	117.3	116.6	116.3	117.1	117.2	117.1	116.6	115.1
Supplies for manufacturing.....	149.6	149.8	149.7	149.5	149.8	149.8	149.5	148.8	148.8	148.4	148.3	145.5	145.7	143.5	139.9
Supplies for nonmanufacturing.....	100.1	99.9	100.3	99.5	100.1	100.2	100.4	103.2	102.3	101.9	103.0	104.1	103.9	104.1	103.4
Manufactured animal feeds.....	61.0	60.1	61.7	59.3	61.2	61.5	62.0	69.8	67.5	66.7	70.2	75.1	74.4	74.7	73.0
Other supplies.....	123.1	123.2	123.0	123.1	123.0	122.9	122.9	122.8	122.7	122.6	122.3	121.2	121.2	121.3	121.2
Finished goods (goods to users, including raw foods and fuels).....	122.5	122.4	121.5	121.5	121.8	121.1	121.2	121.4	121.4	120.5	120.6	120.1	120.0	120.6	120.8
Consumer finished goods.....	114.8	114.7	113.7	113.6	113.9	113.1	113.2	113.4	113.4	112.3	112.4	111.9	111.7	112.5	113.5
Consumer foods.....	110.4	110.1	108.2	107.1	108.4	106.9	107.5	107.4	107.4	104.7	104.8	103.6	103.5	105.5	110.5
Consumer crude foods.....	109.1	106.6	100.3	94.3	96.5	93.4	98.3	100.2	96.7	89.8	91.5	94.2	92.3	91.9	101.0
Consumer processed foods.....	110.8	110.9	110.0	109.8	110.9	109.8	109.5	109.1	109.7	107.8	107.7	105.6	105.9	108.4	112.6
Consumer other nondurable goods.....	114.7	114.8	114.8	114.6	114.1	113.6	113.2	113.7	113.8	113.8	113.9	113.8	113.6	113.4	111.7
Consumer durable goods.....	125.8	125.7	123.6	126.2	126.3	126.2	126.3	126.5	126.5	126.4	126.4	126.2	126.1	126.5	125.0
Producer finished goods.....	153.9	153.5	152.6	153.7	153.6	153.7	153.6	153.9	153.9	153.8	153.8	153.5	153.6	153.2	150.3
Producer finished goods for manufacturing.....	160.5	160.2	159.2	160.2	160.0	159.9	159.6	160.1	159.8	159.6	158.9	158.9	158.6	158.1	155.0
Producer finished goods for nonmanufacturing.....	148.1	147.8	146.8	148.2	148.1	148.3	148.5	148.6	148.5	148.7	148.8	149.0	149.3	149.1	146.4
<i>Durability of product</i>															
Total durable goods.....	144.8	144.9	144.5	145.5	145.6	145.8	146.1	146.5	146.5	146.8	146.8	146.6	146.7	145.9	142.8
Total nondurable goods.....	105.8	105.8	105.3	104.9	105.6	105.2	105.2	103.6	105.5	104.3	104.3	103.8	103.7	105.0	106.4
Total manufactures.....	125.6	125.7	125.5	125.7	125.9	125.8	125.7	126.0	126.0	125.7	125.7	125.3	125.3	125.5	124.5
Durable manufactures.....	146.2	146.3	145.8	146.8	146.9	147.2	147.4	147.8	147.8	147.9	147.8	147.6	147.6	147.0	144.0
Nondurable manufactures.....	109.4	109.5	109.2	109.1	109.3	108.8	108.5	108.8	108.7	108.1	108.2	107.6	107.6	108.5	109.2
Total raw or slightly processed goods.....	99.1	98.9	98.0	97.0	98.7	98.4	98.3	99.9	99.7	97.8	97.8	97.2	97.1	98.9	101.5
Durable raw or slightly processed goods.....	101.4	102.9	107.4	107.8	106.0	105.8	107.1	108.2	108.2	114.9	117.5	116.6	120.5	114.1	108.3
Nondurable raw or slightly processed goods.....	98.9	98.7	97.4	96.3	98.3	97.9	98.9	99.4	99.2	96.8	96.7	96.1	95.8	98.1	101.2

<sup>1</sup> See footnote 1, table D-3<sup>2</sup> Preliminary.<sup>3</sup> Revised.

NOTE: For description of the series by stage of processing, see New BLS Economic Sector Indexes of Wholesale Prices (in Monthly Labor Review, December 1955, pp. 1448-1453); and by durability of product and data beginning with 1947, see Wholesale Prices and Price Indexes, 1957, BLS Bull. 1235 (1958).

## E.—Work Stoppages

TABLE E-1. Work stoppages resulting from labor-management disputes <sup>1</sup>

Month and year	Number of stoppages		Workers involved in stoppages		Man-days idle during month or year	
	Beginning in month or year	In effect during month	Beginning in month or year	In effect during month	Number	Percent of estimated working time
1935-39 (average).....	2,862	-----	1,130,000	-----	16,900,000	0.27
1947-49 (average).....	3,573	-----	2,380,000	-----	39,700,000	.46
1945.....	4,750	-----	3,470,000	-----	38,000,000	.47
1946.....	4,985	-----	4,600,000	-----	116,000,000	1.43
1947.....	3,693	-----	2,170,000	-----	34,600,000	.41
1948.....	3,419	-----	1,960,000	-----	34,100,000	.37
1949.....	3,606	-----	3,030,000	-----	50,500,000	.59
1950.....	4,943	-----	2,410,000	-----	38,800,000	.44
1951.....	4,737	-----	2,220,000	-----	22,900,000	.23
1952.....	5,117	-----	3,540,000	-----	59,100,000	.57
1953.....	5,091	-----	2,400,000	-----	28,300,000	.26
1954.....	3,468	-----	1,530,000	-----	22,600,000	.21
1955.....	4,320	-----	2,650,000	-----	28,200,000	.26
1956.....	3,825	-----	1,000,000	-----	33,100,000	.29
1957.....	3,673	-----	1,300,000	-----	16,800,000	.14
1958.....	3,694	-----	2,060,000	-----	23,900,000	.22
1959.....	3,708	-----	1,880,000	-----	60,000,000	.61
1959: November.....	161	402	41,100	652,000	4,300,000	.48
December.....	112	285	23,100	101,000	1,430,000	.14
1960: January <sup>2</sup> .....	200	325	65,000	140,000	1,000,000	.11
February <sup>2</sup> .....	250	400	70,000	145,000	1,250,000	.14
March <sup>2</sup> .....	270	430	85,000	140,000	1,500,000	.15
April <sup>2</sup> .....	370	530	110,000	190,000	1,500,000	.16
May <sup>2</sup> .....	400	600	150,000	225,000	1,750,000	.19
June <sup>2</sup> .....	425	650	190,000	285,000	2,750,000	.28
July <sup>2</sup> .....	325	575	160,000	250,000	2,150,000	.24
August <sup>2</sup> .....	300	550	155,000	250,000	2,000,000	.20
September <sup>2</sup> .....	225	425	140,000	210,000	1,750,000	.19
October <sup>2</sup> .....	250	450	120,000	170,000	1,750,000	.19
November <sup>2</sup> .....	140	375	70,000	110,000	1,000,000	.11
December <sup>2</sup> .....	95	300	70,000	80,000	850,000	.09

<sup>1</sup> The data include all known strikes or lockouts involving 6 or more workers and lasting a full day or shift or longer. Figures on workers involved and man-days idle cover all workers made idle for as long as 1 shift in establishments directly involved in a stoppage. They do not measure the indirect

or secondary effect on other establishments or industries whose employees are made idle as a result of material or service shortages.

<sup>2</sup> Preliminary.

## F.—Work Injuries

TABLE F-1. Injury-frequency rates<sup>1</sup> for selected manufacturing industries

Industry	1960 <sup>1</sup>					1959 <sup>1</sup>					1958		Annual average	
	Third quarter				Second quarter	First quarter	Fourth quarter	Third quarter	Second quarter	First quarter	Fourth quarter	Third quarter	1959 <sup>1</sup>	1958
	July	Aug.	Sept.	Quarter										
All manufacturing.....	11.6	12.6	11.4	11.9	11.1	11.1	11.1	13.4	11.7	11.2	10.8	11.8	11.9	10.9
Food and kindred products:														
Meatpacking and custom slaughtering.....	26.9	22.9	23.9	24.5	26.2	24.1	24.0	26.7	23.6	25.0	22.4	24.3	24.9	21.6
Sausages and other prepared meat products.....	21.6	36.2	27.9	28.6	29.1	25.0	24.2	27.3	26.8	23.5	20.9	27.9	26.8	23.4
Poultry and small game dressing and packing.....	(9)	(9)	(9)	40.8	34.0	32.5	38.3	49.3	38.7	40.0	43.0	54.2	43.9	43.1
Dairy products.....	13.5	14.7	17.8	15.3	20.4	17.0	15.4	18.5	17.3	16.6	16.4	19.3	17.0	17.0
Canning and preserving.....	25.6	23.3	22.5	23.7	18.6	18.6	17.2	25.7	17.9	19.1	18.0	21.2	20.8	19.3
Grain-mill products.....	16.7	17.7	18.0	17.6	14.5	13.9	16.2	20.1	19.7	18.6	16.3	19.3	18.7	15.9
Bakery products.....	17.2	17.7	18.6	17.9	16.8	16.4	15.2	18.3	14.9	15.4	16.7	16.7	16.0	15.8
Cane sugar.....	16.5	11.4	26.7	18.2	10.0	12.2	13.0	13.3	17.3	12.7	15.3	12.8	14.2	14.5
Confectionery and related products.....	13.1	14.8	15.2	14.5	17.3	15.7	17.5	13.4	12.7	10.5	13.1	15.8	13.7	13.4
Bottled soft drinks.....	25.5	26.1	23.9	25.2	21.1	21.3	18.7	26.3	23.5	19.8	19.9	28.2	22.7	22.5
Malt and malt liquors.....	18.1	18.7	17.3	18.1	19.0	19.0	17.5	21.9	18.2	17.2	15.1	18.5	19.1	16.6
Distilled liquors.....	(9)	(9)	(9)	5.0	7.6	10.5	7.1	9.3	8.7	10.5	8.0	7.7	9.3	8.2
Miscellaneous food products.....	19.3	20.6	13.8	18.0	13.2	13.2	15.8	18.4	13.4	14.5	13.6	14.7	16.2	13.3
Textile-mill products:														
Cotton yarn and textiles.....	8.8	9.6	9.1	9.2	8.2	7.9	7.5	8.6	8.4	7.7	7.8	8.5	8.0	7.8
Rayon, other synthetic, and silk textiles.....	8.4	8.6	5.9	7.5	7.1	7.1	8.1	8.3	8.5	7.5	7.1	7.1	8.0	6.5
Woolen and worsted textiles.....	19.5	19.9	18.0	19.2	18.4	16.7	15.1	19.7	19.2	17.3	14.7	17.9	16.2	16.2
Knit goods.....	4.3	5.3	5.1	4.9	4.8	6.0	5.7	6.2	5.9	5.9	4.3	5.6	6.0	5.1
Dyeing and finishing textiles.....	9.2	13.3	7.9	10.3	11.6	15.0	14.0	13.3	11.5	11.3	14.0	15.2	12.5	14.1
Miscellaneous textile goods.....	23.5	25.0	15.1	21.0	12.2	16.7	14.6	19.2	14.1	15.6	12.2	17.1	15.9	13.4
Apparel and other finished textile products:														
Clothing, men's and boys'.....	8.9	7.7	6.7	7.6	6.4	5.6	7.0	7.2	7.1	5.9	5.4	5.2	6.8	5.7
Clothing, women's and children's.....	6.3	5.8	6.4	6.2	5.2	5.1	4.9	5.0	4.5	5.5	4.5	5.5	5.1	5.2
Fur goods and miscellaneous apparel.....	13.0	8.1	4.0	7.9	4.4	7.2	7.2	5.8	7.0	7.4	5.4	9.6	6.9	6.7
Miscellaneous fabricated textile products.....	9.8	9.6	6.5	8.5	12.1	9.2	8.6	8.5	9.0	9.4	8.0	11.3	8.9	9.4
Lumber and wood products (except furniture):														
Lagging.....	59.2	64.3	56.5	60.0	60.1	60.7	63.5	77.0	61.9	62.5	63.4	68.9	65.4	63.8
Sawmills and planing mills.....	43.1	47.8	44.3	45.2	38.9	35.9	40.3	42.4	41.3	38.6	37.5	42.7	40.9	39.3
Millwork and structural wood products.....	23.8	28.7	24.6	25.8	25.6	20.7	24.6	30.7	23.6	21.2	22.4	25.7	25.1	22.1
Plywood mills.....	29.8	23.6	17.4	23.2	22.1	19.6	24.1	23.7	25.0	25.3	23.1	26.5	24.9	23.0
Wooden containers.....	38.6	30.5	31.8	33.6	36.0	34.1	27.2	34.1	24.9	33.7	26.5	31.1	29.9	27.6
Miscellaneous wood products.....	33.8	35.0	35.5	34.8	27.3	33.5	23.8	32.8	33.5	29.7	29.6	26.1	29.9	26.2
Furniture and fixtures:														
Household furniture, nonmetal.....	23.0	22.1	20.6	21.8	19.2	19.2	17.9	21.2	19.2	18.5	16.1	18.7	19.2	17.0
Metal household furniture.....	(9)	(9)	(9)	22.3	17.8	22.1	15.4	19.9	18.5	14.8	17.7	20.4	17.0	16.1
Mattresses and bedsprings.....	9.4	15.5	16.9	14.2	11.3	13.3	11.2	20.1	12.4	12.6	18.0	13.4	14.0	13.7
Office furniture.....	18.2	14.4	15.8	16.0	15.0	13.0	11.9	20.4	18.0	15.1	13.1	15.3	16.3	13.8
Public-building and professional furniture.....	(9)	(9)	(9)	16.3	18.6	15.3	13.8	13.7	14.8	17.8	12.4	15.1	14.9	13.1
Partitions and fixtures.....	26.8	26.4	14.7	22.3	18.5	18.1	14.6	21.6	18.6	17.3	19.9	19.2	18.1	17.2
Screens, shades, and blinds.....	(9)	(9)	(9)	(9)	18.1	19.1	17.8	17.8	16.7	13.4	14.2	13.0	16.3	12.6
Paper and allied products:														
Pulp, paper, and paperboard mills.....	10.0	9.2	9.5	9.6	9.4	9.3	9.3	10.9	9.0	9.9	9.5	10.3	9.8	9.4
Paperboard containers and boxes.....	12.3	16.8	13.0	14.1	14.5	14.0	13.7	17.5	16.9	15.2	15.2	15.3	15.9	14.1
Miscellaneous paper and allied products.....	15.2	16.7	13.6	15.2	15.1	13.8	14.6	15.6	16.6	14.4	11.0	14.2	15.2	12.1
Printing, publishing, and allied industries:														
Newspapers and periodicals.....	10.4	12.4	10.9	11.3	9.9	9.1	8.7	10.3	9.0	9.5	8.4	8.6	9.4	8.6
Bookbinding and related products.....	(9)	(9)	(9)	21.2	16.1	14.6	16.2	14.2	17.3	13.4	12.4	9.7	15.2	11.6
Miscellaneous printing and publishing.....	11.3	11.8	10.3	11.1	10.9	11.1	9.1	12.2	9.4	10.1	8.6	8.3	10.1	8.5
Chemicals and allied products:														
Industrial inorganic chemicals.....	4.8	5.8	5.5	5.4	5.5	5.2	4.5	5.8	3.9	5.9	5.3	5.4	5.0	4.9
Plastics, except synthetic rubber.....	5.1	4.3	3.5	4.3	4.7	5.5	4.7	6.8	5.8	5.1	4.5	6.0	5.7	4.7
Synthetic rubber.....	(9)	(9)	(9)	1.7	1.9	.8	2.3	1.2	1.4	2.5	2.3	2.6	1.8	2.5
Synthetic fibers.....	(9)	(9)	(9)	2.7	1.6	3.6	2.5	2.7	2.5	1.6	3.4	2.3	2.3	2.7
Explosives.....	(9)	(9)	(9)	3.9	4.5	2.6	2.6	(9)	3.9	1.9	1.7	3.7	2.3	2.4
Miscellaneous industrial organic chemicals.....	5.0	2.9	3.1	3.7	2.6	3.1	4.3	5.0	4.3	3.9	3.4	3.8	4.5	3.8
Drugs and medicines.....	7.7	6.4	5.9	6.6	6.0	7.6	7.5	6.3	7.2	7.3	7.7	7.6	7.1	7.5
Snap and related products.....	8.0	11.6	10.5	10.3	7.2	9.6	8.6	8.8	11.3	8.1	9.4	8.5	9.2	8.3
Paints, pigments, and related products.....	9.1	9.3	8.4	9.0	12.7	11.8	10.3	10.3	11.8	9.1	7.3	11.0	10.6	10.3
Fertilizers.....	(9)	(9)	(9)	19.9	18.6	22.6	19.7	23.4	25.9	19.3	11.8	13.0	22.2	14.7
Vegetable and animal oils and fats.....	17.7	21.7	24.7	21.5	21.5	22.8	21.9	22.7	21.9	24.6	23.6	26.1	22.8	23.5
Compressed and liquified gases.....	(9)	(9)	(9)	10.5	9.7	11.4	7.7	10.2	10.3	8.8	9.0	7.5	9.2	9.9
Miscellaneous chemicals and allied products.....	17.7	12.2	14.3	14.5	13.5	13.7	13.2	14.0	13.9	14.7	14.0	15.5	14.0	14.2
Rubber products:														
Tires and inner tubes.....	3.1	4.3	4.6	4.0	4.0	4.1	3.9	4.6	4.0	2.8	3.6	3.4	3.9	3.4
Rubber footwear.....	10.0	6.1	6.6	7.3	9.0	8.3	4.7	5.0	9.0	5.9	4.0	5.8	6.1	5.1
Miscellaneous rubber products.....	12.3	13.0	12.2	12.5	10.6	11.5	9.7	11.4	9.6	10.0	7.9	11.5	10.2	9.6
Leather and leather products:														
Leather tanning and finishing.....	29.8	37.6	33.6	34.1	27.8	26.5	28.0	32.0	26.9	26.6	21.0	21.5	28.3	22.7
Boot and shoe cut stock and findings.....	(9)	(9)	(9)	(9)	(9)	(9)	(9)	(9)	20.3	20.1	(9)	(9)	18.6	16.9
Footwear (except rubber).....	10.2	10.3	7.9	9.4	7.9	8.8	9.2	11.4	9.8	8.4	8.5	9.2	10.0	8.6
Miscellaneous leather products.....	7.8	14.0	13.3	12.0	12.4	13.8	11.4	12.9	15.3	13.8	10.0	11.5	13.7	10.6
Stone, clay, and glass products:														
Glass and glass products.....	6.4	10.0	7.5	8.0	9.6	7.7	10.2	10.5	10.5	11.1	9.0	10.0	10.5	9.1
Structural clay products.....	31.2	35.7	31.5	32.8	32.5	32.8	32.0	34.8	33.3	32.5	33.8	32.8	33.4	31.2
Pottery and related products.....	13.4	17.6	11.6	14.2	12.4	15.7	13.2	19.3	16.4	14.3	14.8	16.0	15.9	14.7
Concrete, gypsum, and mineral wool.....	19.7	23.7	19.9	21.2	24.6	20.1	23.0	34.2	27.9	22.8	24.4	28.7	27.5	24.5
Miscellaneous nonmetallic mineral products.....	8.4	9.7	9.3	9.2	12.6	12.2	11.6	14.8	14.3	12.2	14.7	10.4	13.2	12.1

See footnotes at end of table.

TABLE F-1. Injury-frequency rates<sup>1</sup> for selected manufacturing industries—Continued

Industry	1960 <sup>2</sup>					1959 <sup>2</sup>					1958		Annual average	
	Third Quarter				Second quarter	First quarter	Fourth quarter	Third quarter	Second quarter	First quarter	Fourth quarter	Third quarter	1959 <sup>2</sup>	1958
	July	Aug.	Sept.	Quarter										
<b>Primary metal industries:</b>														
Blast furnaces and steel mills.....	3.7	3.6	3.6	3.6	3.6	3.7	4.1	(9)	3.9	3.9	3.7	3.7	4.2	3.7
Gray-iron and malleable foundries.....	22.6	25.1	28.0	25.4	24.0	25.8	24.3	28.9	27.0	25.3	21.6	25.8	26.4	23.0
Steel foundries.....	15.5	16.3	18.4	16.8	17.1	20.8	18.2	23.0	21.0	18.9	15.6	18.7	20.3	15.9
Nonferrous rolling, drawing, and alloying.....	9.6	10.9	9.7	10.1	10.0	8.4	11.3	9.3	10.8	10.4	8.4	10.6	10.4	9.7
Nonferrous foundries.....	13.7	20.1	20.5	18.4	18.3	19.0	20.2	18.4	17.2	18.5	19.9	14.6	18.5	17.0
Iron and steel forgings.....	16.0	19.2	17.5	17.7	17.6	19.5	17.5	22.0	19.0	16.2	14.1	14.5	18.6	14.9
Wire drawing.....	10.3	21.0	12.6	14.9	14.5	16.5	18.7	31.0	13.9	11.5	15.1	15.1	17.4	13.9
Welded and heavy-riveted pipe.....	11.1	7.0	8.5	8.7	10.6	10.5	11.5	(9)	7.1	8.9	10.7	11.1	9.6	11.3
Cold-finished steel.....	8.9	10.4	11.8	10.5	7.3	8.6	8.8	11.4	11.3	9.2	7.6	11.1	10.1	8.1
<b>Fabricated metal products:</b>														
Tin cans and other tinware.....	9.7	9.6	8.1	9.1	7.4	6.6	6.1	6.6	7.0	5.8	5.8	7.4	6.4	6.0
Cutlery and edge tools.....	(9)	(9)	(9)	15.1	10.1	8.6	11.9	13.7	13.1	10.1	8.7	14.9	12.1	12.9
Handtools, files, and saws.....	15.8	17.9	16.1	16.7	17.0	16.7	15.9	16.4	21.6	16.2	13.5	14.6	17.6	14.0
Hardware.....	7.7	10.8	9.0	9.3	10.0	9.5	10.1	9.5	9.3	9.1	8.7	8.0	9.6	7.9
Sanitary ware and plumbers' supplies.....	15.1	13.7	12.1	13.6	11.8	11.6	11.8	16.8	13.6	19.8	11.3	13.2	18.9	13.2
Oil burners, heating and cooking apparatus.....	13.7	19.5	16.9	17.0	12.3	14.1	14.3	18.0	15.0	15.7	16.3	13.3	15.7	14.4
Structural steel and ornamental metal work.....	23.5	23.9	19.8	22.4	21.3	17.1	20.2	(9)	17.5	20.6	21.0	21.2	21.3	21.6
Metal doors, sash, frame, and trim.....	19.3	9.7	16.3	15.0	16.4	14.9	20.6	33.2	2.2	17.2	17.5	20.2	20.6	18.0
Boiler-shop products.....	26.2	21.5	21.2	22.0	20.6	18.6	19.1	21.4	19.1	17.9	18.2	21.6	19.5	19.9
Sheet-metal work.....	17.2	24.9	16.2	19.7	22.8	24.4	21.8	24.9	27.2	21.2	17.8	20.9	23.6	19.8
Stamped and pressed metal products.....	10.2	11.6	13.2	11.8	9.6	11.1	10.2	11.8	12.0	9.9	10.2	10.7	11.0	9.7
Metal coating and engraving.....	(9)	(9)	(9)	22.5	25.6	23.4	20.2	22.8	31.0	25.6	21.2	19.6	24.4	20.8
Fabricated wire products.....	17.5	17.0	15.3	16.6	18.0	16.5	14.1	18.4	15.2	15.7	13.5	17.3	15.7	15.0
Metal barrels, drums, kegs, and pails.....	(9)	(9)	(9)	7.1	14.1	14.1	(9)	(9)	18.4	(9)	12.2	9.5	14.0	11.6
Steel springs.....	(9)	(9)	(9)	23.0	25.9	18.2	16.3	23.4	18.3	18.3	17.7	21.2	19.1	18.8
Bolts, nuts, washers, and rivets.....	12.2	13.3	13.5	13.0	12.4	13.5	12.0	13.6	13.7	12.1	12.4	12.8	12.9	11.9
Screw-machine products.....	10.9	12.9	17.3	13.9	11.1	12.6	9.6	16.7	15.4	11.4	11.1	9.9	13.4	10.4
Fabricated metal products, not elsewhere classified.....	16.6	21.2	12.6	16.9	10.3	12.4	8.8	12.4	9.9	10.0	10.8	10.3	10.4	11.3
<b>Machinery (except electrical):</b>														
Engines and turbines.....	4.9	7.2	5.5	5.9	7.0	6.9	6.2	7.5	7.2	8.0	7.4	7.9	7.3	7.6
Agricultural machinery and tractors.....	7.1	8.4	6.4	7.3	7.7	7.4	7.8	7.8	10.4	9.2	8.0	7.4	8.9	8.2
Construction and mining machinery.....	16.0	16.5	13.8	15.4	15.1	15.7	14.8	18.1	16.7	15.1	12.0	13.5	16.1	12.6
Metalworking machinery.....	9.3	8.9	8.2	8.7	10.4	8.7	8.7	10.0	8.7	8.4	8.4	8.5	9.0	8.3
Food-products machinery.....	14.3	15.4	14.9	14.9	14.8	11.4	8.2	12.6	13.3	13.6	10.3	12.6	12.5	10.8
Textile machinery.....	20.8	16.4	15.7	17.3	16.9	17.6	17.3	14.8	15.3	12.6	10.2	10.2	15.2	10.7
Miscellaneous special-industry machinery.....	12.0	17.9	14.4	14.8	15.7	14.0	13.0	12.7	12.2	13.2	12.7	12.0	12.8	12.8
Pumps and compressors.....	13.3	13.9	12.2	13.1	12.7	14.4	10.7	13.7	11.8	13.0	10.6	10.7	12.6	10.9
Elevators, escalators, and conveyors.....	17.3	21.2	12.5	17.0	15.9	19.6	18.9	17.2	17.8	15.0	13.2	13.5	17.3	13.1
Mechanical power-transmission equipment (except ball and roller bearings).....	10.2	11.4	10.8	10.8	12.3	12.5	11.4	12.4	11.2	9.8	10.3	8.5	11.2	9.7
Miscellaneous general industrial machinery.....	9.6	11.7	12.4	11.2	10.4	10.7	9.3	11.8	11.0	11.1	11.3	9.9	10.8	11.0
Commercial and household machinery.....	7.4	7.6	5.7	6.8	6.2	6.2	5.7	6.3	6.3	5.8	5.7	5.6	6.0	5.6
Valves and fittings.....	13.1	15.6	15.1	14.6	15.4	12.5	12.5	12.2	14.9	13.2	11.3	12.7	13.1	12.7
Fabricated pipe and fittings.....	(9)	(9)	(9)	17.9	16.9	15.7	12.8	16.3	14.9	20.0	12.9	15.1	16.1	13.4
Ball and roller bearings.....	5.1	5.4	3.6	4.6	5.2	5.8	4.7	5.6	5.8	5.9	7.9	7.2	5.4	8.0
Machine shops, general.....	14.3	12.4	14.8	13.7	12.1	13.1	13.7	15.4	15.5	15.4	13.1	13.2	15.1	12.8
<b>Electrical machinery:</b>														
Electrical industrial apparatus.....	5.5	6.6	5.9	6.0	5.0	6.0	6.1	6.8	6.8	6.2	5.4	5.4	6.5	5.1
Electrical appliances.....	2.5	5.9	6.2	5.0	6.5	5.9	5.4	8.6	7.8	6.8	6.2	4.0	7.2	4.6
Insulated wire and cable.....	13.0	16.8	14.8	15.1	14.5	9.8	9.6	13.4	15.7	10.2	11.8	12.7	12.2	11.9
Electrical equipment for vehicles.....	3.0	2.5	2.5	2.6	2.6	2.1	2.4	2.7	2.4	2.6	2.6	2.6	2.5	3.1
Electric lamps (bulbs).....	(9)	(9)	(9)	3.2	2.0	2.9	2.0	1.6	2.2	3.7	5.0	2.9	2.3	3.6
Radio tubes.....	3.3	4.2	4.9	4.2	4.2	3.8	4.2	5.3	4.7	4.7	4.1	4.3	4.7	4.0
Miscellaneous communication equipment.....	3.9	2.2	2.9	2.9	2.6	1.7	2.2	3.0	2.6	2.3	2.6	2.1	2.5	2.3
Batteries.....	3.8	4.3	1.9	3.2	2.3	2.0	2.6	2.3	1.9	2.2	2.2	3.2	2.2	2.6
Electrical products, not elsewhere classified.....	13.6	11.6	10.1	11.7	14.1	12.0	14.7	13.1	13.3	10.1	11.5	13.6	13.3	11.6
<b>Transportation equipment:</b>														
Motor vehicles, bodies, and trailers.....	3.7	4.3	3.6	3.8	4.2	4.4	4.8	5.4	5.2	4.6	4.8	5.0	5.0	4.6
Motor-vehicle parts and accessories.....	3.8	4.3	3.9	4.0	3.9	4.9	4.9	6.0	5.7	4.7	5.1	5.8	5.4	5.4
Aircraft.....	2.2	2.4	2.3	2.3	2.2	2.2	2.4	2.7	2.8	2.8	2.9	3.1	2.7	2.9
Aircraft parts.....	5.1	6.1	5.3	5.6	3.8	4.5	4.0	4.6	3.9	3.9	3.7	4.1	4.1	4.1
Shipbuilding and repairing.....	14.3	13.5	17.6	15.1	15.8	18.4	15.3	16.3	17.6	16.3	14.3	16.5	16.5	15.9
Boatbuilding and repairing.....	(9)	(9)	(9)	36.1	18.4	26.4	28.1	27.1	31.3	28.8	23.5	28.3	28.8	28.7
Railroad equipment.....	10.3	7.1	8.5	8.5	7.4	7.4	6.1	6.8	7.1	7.0	6.4	7.9	6.8	7.2
<b>Instruments and related products:</b>														
Scientific instruments.....	1.5	1.9	1.4	1.6	2.6	2.7	3.5	3.9	3.6	3.0	3.4	3.8	3.5	3.9
Mechanical measuring and controlling instruments.....	4.7	7.0	5.5	5.8	7.1	8.6	6.4	8.6	7.1	5.7	5.4	5.2	6.9	5.6
Optical instruments and lenses.....	(9)	(9)	(9)	3.4	4.1	3.9	4.4	6.3	6.3	5.1	3.0	3.9	5.5	4.1
Medical instruments and supplies.....	7.1	8.6	9.3	8.6	7.1	7.3	10.0	10.0	7.2	8.0	7.5	8.0	9.1	7.4
Photographic equipment and supplies.....	3.2	6.8	6.2	5.5	4.7	6.5	5.4	6.6	6.5	5.5	6.6	6.0	6.0	5.7
Watches and clocks.....	(9)	(9)	(9)	5.6	6.4	3.0	4.1	4.3	5.1	3.1	4.3	5.6	4.1	5.3
<b>Miscellaneous manufacturing:</b>														
Paving and roofing materials.....	(9)	(9)	(9)	7.1	(9)	7.0	10.4	13.1	12.0	7.2	7.3	10.7	10.7	9.1
Jewelry, silverware, and plated ware.....	7.1	9.4	4.8	7.1	6.7	6.7	3.9	6.2	11.3	7.1	8.5	7.3	7.3	7.0
Fabricated plastics products.....	13.0	23.9	14.2	17.2	15.9	18.7	16.5	18.1	14.0	18.2	15.3	11.8	16.5	14.3
Miscellaneous manufacturing.....	10.3	13.9	14.4	13.0	12.3	12.0	12.6	14.5	13.0	12.1	11.4	13.2	13.1	11.9
Ordinance and accessories.....	2.2	3.3	2.2	2.6	3.7	3.3	3.2	2.9	3.0	4.3	3.5	3.9	3.3	3.6

<sup>1</sup> The injury-frequency rate is the average number of disabling work injuries for each million employee-hours worked. A disabling work injury is any injury occurring in the course of and arising out of employment, which (a) results in death or permanent physical impairment, or (b) makes the injured worker unable to perform the duties of any regularly established job which is open and available to him throughout the hours corresponding to his regular shift on any one or more days after the day of injury (including Sundays, days off, or plant shutdowns). The term "injury" includes occupational disease.

<sup>2</sup> Rates are preliminary and subject to revision when final annual data become available.

<sup>3</sup> Insufficient data to warrant presentation of average.

NOTE: These data are compiled in accordance with the American Standard Method of Recording and Measuring Work Injury Experience, approved by the American Standards Association, 1954.

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